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ABSTRACT

An analysis was done of compensation and salary data for faculty in Illinois public universities, public community colleges, and nonpublic universities. Administrative salaries in public universities were also surveyed. Academic staff compensation was considered from two perspectives. First, the rate of increase in salaries over time was compared to the rate of inflation to determine whether the purchasing power of salaries of academic staff had remained constant, decreased, or increased. Relevant to this issue is the question of how public employees compare with other professional employees in their ability to keep pace with inflation. The second perspective examines compensation of Illinois academic staff in comparison to that of faculty of similar institutions in other states. Major questions here include (1) whether compensation in Illinois is competitive with compensation in similar institutions in other states, and (2) whether compensation in Illinois institutions has gained or lost ground over time when compared to compensation elsewhere. Findings indicate, among others: (1) the academic profession has experienced substantial loss of purchasing power across the nation, and (2) over the past 10 years, public and nonpublic university compensation has deteriorated in comparison to that in other states, while community college compensation is above the average. Statistical tables are appended. (Author/PJM)

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Item #11
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STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

COMPENSATION IN ILLINOIS INSTITUTIONS OF HIGHER EDUCATION

SUMMARY OF FINDINGS

An annual study of faculty compensation in Illinois has been made by the Board of Higher Education staff since FY1975. This year the study includes an analysis of compensation and salary data for faculty in public universities, public community colleges, and nonpublic colleges and universities. In addition, a study of administrative salaries in public universities is presented.

Academic staff compensation has been considered from two perspectives. First, the rate of increase in salaries over time has been compared to the rate of inflation. This comparison helps determine whether the purchasing power of salaries for academic staff has remained constant, increased, or declined. In addition to this general question, the study examines a subsidiary question: "How do academic employees compare with other professional employees in their ability to keep pace with inflation?"

The second major perspective of the study examines compensation in Illinois institutions in the context of compensation at similar institutions in other states. The major questions from this perspective are: "Is compensation in Illinois competitive with compensation in similar institutions located in other states?" and "Has compensation in Illinois institutions gained or lost ground over time when compared to compensation elsewhere?"

The Effects of Inflation

The academic profession has experienced substantial losses of purchasing power across the nation. A recent article in Academe indicated that a large proportion of faculty nationwide has experienced sharp losses in purchasing power during the past ten years. The Academe study also found that faculty salaries tend to be lower than salaries in other similar professional groups. Moreover, these comparable professional groups have experienced virtually no significant losses in compensation during the past ten years.

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The trends noted in the Academe article are substantiated in this study of faculty salaries in Illinois. When adjusted for cost of living increases as measured by the Consumer Price Index, FY1980 average faculty compensation in Illinois public universities is worth only 81 percent of the average compensation provided in FY1971. A more conservative index, the Gross National Product Implicit Price Deflator, suggests that FY1980 faculty compensation in public universities is worth about 86 percent of FY1971 compensation.

The data analyzed in this study suggest that faculty in nonpublic institutions and community colleges have also experienced a loss in purchasing power due to inflation. While these losses are substantial, they do not appear to be as great as the losses of public university faculty.

The general decline in academic compensation, particularly in the context of non-academic professional compensation, is a serious concern that warrants attention throughout higher education. Over time inadequate faculty compensation is likely to lead to a gradual deterioration of the quality of the people in the academic profession. A more immediate concern in Illinois, however, is the extent to which academic compensation in this State is competitive with compensation provided by similar institutions elsewhere.

Faculty Compensation in Illinois as Compared to Compensation in Other States

The study examines the competitiveness of faculty compensation in Illinois from a variety of perspectives. The comparison groups developed in a recent Board staff study, "An Identification of College and University Peer Groups," were used for both public universities and nonpublic institutions. In addition, public university faculty compensation was examined in the context of the Big Ten Universities and the comparison framework developed by Dr. Craig Bazzani in 1972. Because similar comparison frameworks are not available for public community colleges, compensation data for community colleges in a number of states were examined.

One of the analytical problems encountered in interstate comparisons of compensation is differences in the cost of living in various areas of the country. The cost of living varies by as much as 30 percent in different states. An adjustment for cost of living differences among states has been made in the study, based upon a 1978 research article in Industrial Relations by Walter W. McMahon and Carroll Melton. The findings of the study are presented both with and without this adjustment.

On the average FY1980 Illinois public university faculty compensation is from four to six percent below the median compensation in all three of the comparison frameworks used when compensation is adjusted for the

cost of living in various states. When the data are not adjusted for cost of living differences, public university compensation still falls from .6 to 3.5 percent below the median of the various comparison groups. Fiscal year 1980 compensation at the University of Illinois-Urbana is approximately 3.7 percent below the University's goal of third place among the Big Ten Universities.

Over the past ten years public university compensation has deteriorated in comparison to similar institutions in other states. While the results are somewhat different when different comparison frameworks are used, fiscal year 1971 compensation generally averaged slightly above the median and fiscal year 1980 compensation is now below the median. The deterioration averages about seven percentage points when examined in the context of the Bazzani groups and the 1980 comparison groups developed by the Board staff.

Compensation in nonpublic institutions averages 2.3 percent below the median of their comparison groups when data are adjusted for differences in the cost of living. When these adjustments are not made, compensation in nonpublic institutions averages 2.7 percent above the median of the various comparison groups.

As for public universities, the competitiveness of compensation in nonpublic institutions has declined somewhat in recent years. From FY1975 to FY1980 Illinois nonpublic institutions experienced an average decline of .2 to 2.1 percentage points compared to the median of their respective groups.

Public community college faculty compensation in Illinois tends to fall above the average for other states in both FY1971 and FY1980. Meaningful comparisons over time are difficult because data are unavailable for a number of colleges in FY1971, both in Illinois and the various comparison states.

Administrative Salaries in Public Universities

The study of administrative salaries for public universities in Illinois is based upon an administrative compensation survey conducted by the College and University Personnel Association (CUPA). This survey reports annual full-time cash earnings for a large number of administrative titles in colleges and universities. Illinois institutions were compared to institutions in other states according to the classifications developed by the Board staff this past year.

Because the administrative salary study includes data only for fiscal year 1980, no comparisons over time are possible. It is also necessary to note that only salaries are included in the study. Although specific data are unavailable, it is likely that the fringe

benefits available to administrators are similar to those provided for faculty; hence, the relative position of administrative compensation in Illinois public universities is probably lower than the position suggested by the data for salaries.

In general, the study of administrative salaries indicates that salaries for about 62 percent of the positions in Illinois institutions fall above the median for their peer group and 38 percent fall on or below the peer group median.

While the data from the CUPA survey seem adequate for achieving a general perspective on administrative salaries, a number of factors limit their usefulness for more detailed analysis. These are discussed at greater length in the text.

Conclusion

The findings of the FY1980 study of compensation confirm earlier studies which identified a need to improve faculty compensation in Illinois. Both the erosion of faculty compensation due to inflation and the declining competitiveness of compensation in comparison to similar institutions in other states are important concerns.

The high rate of inflation experienced in the 1970's is the primary cause of the erosion in faculty compensation, and the current rate of inflation will be a formidable obstacle to efforts to restore lost purchasing power and the competitiveness of faculty compensation. Nevertheless, the importance of adequate faculty compensation warrants both increased State support and continuing institutional efforts to address this priority through other means.

FACULTY COMPENSATION IN ILLINOIS COLLEGES AND UNIVERSITIES

Although none of the components of higher education expenditures can be neglected without impairing quality, adequate faculty and staff compensation is essential. Currently, about three-fourths of all higher education expenditures are for employee compensation. The quality of instruction, research, public service, and the activities that support these functions clearly depends largely upon the quality of faculty and staff. Inadequate compensation can discourage the entry of able people into the academic profession, contribute to low morale, and encourage faculty and staff to move to other institutions of higher education or seek employment in a sector of the economy which offers greater financial rewards.

The decline in faculty compensation, when compared to inflation, has become a national concern. The September, 1980 issue of Academe contains a lengthy discussion of the economic status of faculty across the country. Its author, W. Lee Hansen, found that the average salary of professors from FY1979 to FY1980 declined by 5.5 percent when adjusted for inflation as measured by the Consumer Price Index.(1) Although salaries increased substantially in FY1980, this gain was offset by an increase of 13.3 percent in the Consumer Price Index.

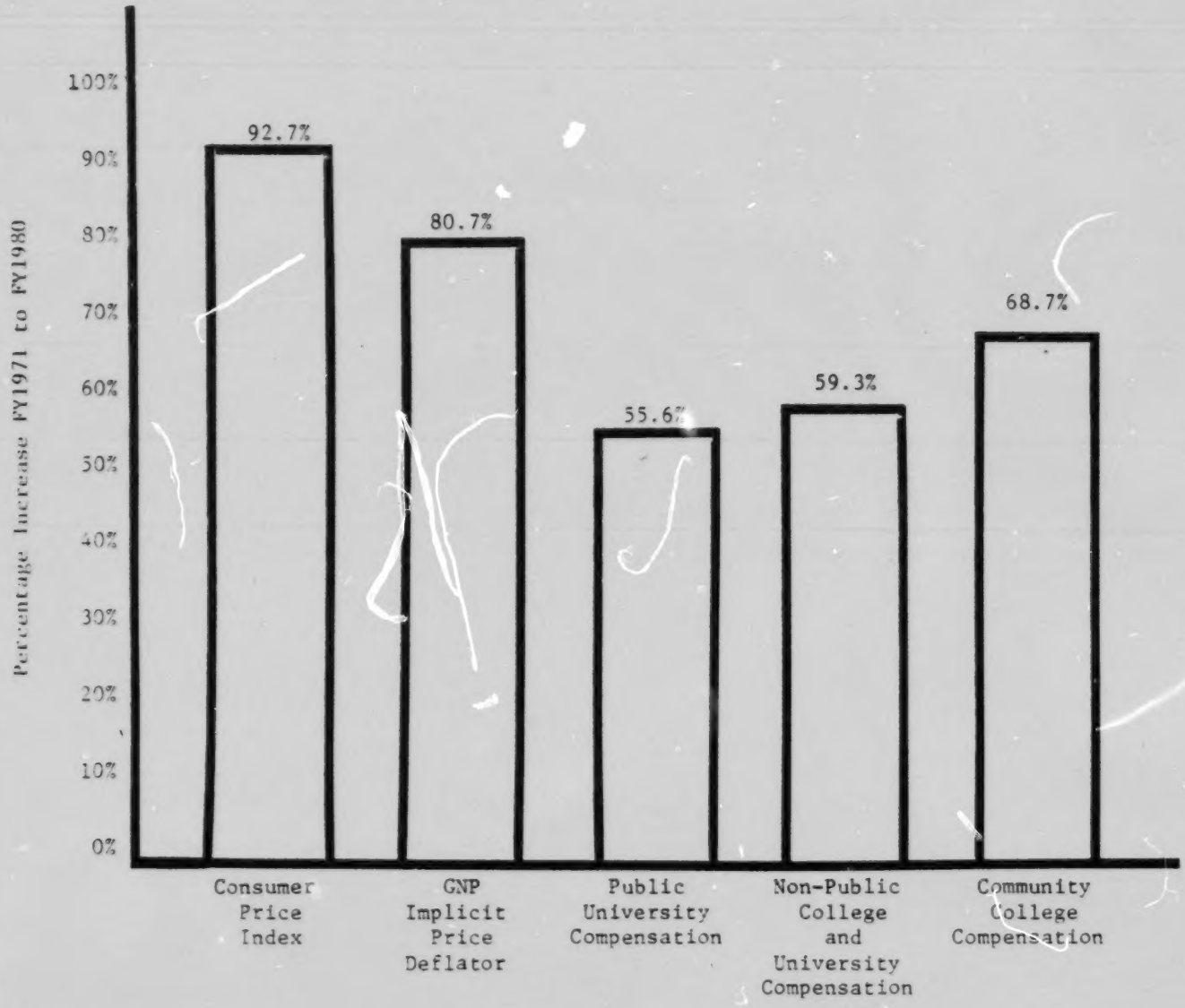
In many institutions the loss of purchasing power noted by Hansen has occurred throughout the 1970's. Hansen found that nationally 71 percent of full professors suffered losses in real income ranging from 7 to 17 percent from FY1975 to FY1980.(2) From FY1971 to FY1980 one-half of the institutions reporting data for full professors had salary increases that fell from 27 to 47 percentage points below growth in the Consumer Price Index.(3)

A similar pattern has occurred in Illinois. From FY1971 to FY1980 salaries in Illinois public universities increased by 55.6 percent. On the basis of the Consumer Price Index as an indicator of changes in the cost of living, faculty compensation in Illinois public universities during fiscal year 1980 purchased only 81 percent of what compensation could buy in fiscal year 1971. Similar results are found if an alternative, more conservative index of inflation, the Gross National Product Implicit Price Deflator, is used. This index, which increased 80.7 percent from 1971 to 1980, would suggest that the current purchasing power of faculty compensation is about 86 percent of the FY1971 level. From the perspective of either index, there has been a loss of purchasing power for faculty in Illinois.

Figure 1 displays the growth in average faculty compensation for all three sectors of Illinois higher education. Although significant erosion of faculty compensation has occurred in all three sectors, the greatest erosion appears to be in public universities.

FIGURE 1

AVERAGE FACULTY COMPENSATION IN ILLINOIS
COMPARED TO INCREASE IN THE CONSUMER PRICE INDEX
AND THE GROSS NATIONAL PRODUCT IMPLICIT PRICE DEFLATOR
FY1971 TO FY1980



NOTE: Mean growth in compensation for all ranks, reflecting the FY1980 mix of faculty among ranks.

Inflation is not the only reason compensation is an important issue. Competition for faculty among institutions, and competition with other sectors of the economy also require adequate compensation. A number of institutions have reported that faculty are being attracted to non-academic positions, particularly in the fields of accounting, business and engineering.

In Hansen's discussion of the economic status of the faculty, a comparison is made of the changes in real salaries adjusted for inflation for individuals in different occupational groups, including the academic profession. The average rate of change in real salaries was computed for the periods 1969-70 to 1979-80, 1969-70 to 1974-75, and 1974-75 to 1979-80.

Table 1, a reproduction of Hansen's findings, shows that from 1969-70 to 1979-80, the average all rank academic salary declined 18.4 percent.(4) The decline in academic compensation was by far the largest among the groups presented in Table 1. In fact, most groups experienced an increase in compensation.

In the period 1969-70 to 1974-75, the average faculty salary decreased in constant dollars by a percentage of 7.8. Professionals and administrators working for the federal government experienced a similar decline in this period, but salaries for most comparable positions in private industry rose or declined only slightly.

In the period 1974-75 to 1979-80, the salaries of faculty decreased by an additional 11.4 percent, while federal employees more than regained the ground lost earlier. Most professionals in the private sector had real salary increases or only modest losses. In short, no professional group examined has experienced the significant loss of purchasing power experienced by the academic profession.

Table 2 presents a comparison of 1978-79 academic salaries with the 1978 salaries and earnings of similar groups of workers.(5) When compared to 15 occupational groups in the federal government and private industry, all but two are paid more than the average faculty member.

Although the general decline in academic compensation is a matter of serious concern, the primary focus of this study is the competitive position of Illinois institutions in relation to similar institutions in other states. The study asks two primary questions:

1) What is the current position of salaries and compensation in Illinois institutions when compared to groups of similar institutions in other states?

2) How has the Illinois position changed over time?

The next section of the report discusses the methodology of the study, and the section following that discussion presents a summary of the major findings.

TABLE 1

Comparison of Changes in Real Salaries for Individuals in Other Professional and Technical Groups

Occupational Groups	Percentage Change in Real Salaries 1969-70 to 1979-80	1969-70 to 1974-75	1974-75 to 1979-80
Academic Salaries			
Professor	- 18.4	- 7.9	- 11.3
Associate	- 18.4	- 7.6	- 11.7
Assistant	- 19.3	- 8.2	- 12.0
Instructor	- 18.2	- 7.2	- 11.8
All Ranks	- 18.4	- 7.8	- 11.4
Average Salaries in Selected Professional and Administrative Positions in Private Industry	1969 to 1979	1969 to 1974	1974 to 1979
Auditor III	4.4	0.6	3.8
Accountant IV	- 1.5	0.3	- 1.8
Chief Accountant IV	- 11.1	- 4.8	- 6.0
Attorney IV	0.4	- 0.7	1.0
Attorney VI	2.2	3.5	- 1.4
Chemist V	3.2	4.3	- 1.2
Chemist VII	5.6	6.7	- 1.2
Engineer VI	5.4	4.6	0.7
Engineer VIII	4.9	2.6	2.7
Job Analyst IV	4.6	- 0.1	4.6
Buyer IV	2.0	1.5	0.5
Director of Personnel III	- 3.4	- 7.0	3.3
Basic Annual Pay Rates for Professional and Administrative Employees of the Federal Government			
Grade P4 or GS-11	4.7	- 7.2	11.1
Grade P6 or GS-13	0.8	- 8.5	8.6
Grade P8 or GS-15	0.6	- 7.7	7.7

SOURCE: W. Lee Hansen, "Regressing Into the Eighties: Annual Report on the Economic Status of the Profession, 1979-80," Academe, September, 1980.

TABLE 2

Comparisons of 1978-79 Academic Salaries with 1978 Salaries and Earnings of Similar Groups of Workers[1]

Annual Earnings	Panel 1 Federal Govt.		Panel 2 Private Industry	Panel 3 AAUP
$50,000			$51,798 (Atty. VI)	
	$49,608			
45,000				
		GS-15	42,104 (Engr. VIII)	
40,000			39,895 (Ch. Acct. IV)	
			38,927 (Chem. VII)	
	38,160			
35,000	35,688			
			33,547 (Atty. IV)	
		GS-13	32,264 (Engr. VI)	
30,000			32,201 (Pers. III)	
			28,494 (Chem. V)	
	27,453			
				$26,470 (Prof.)
25,000	25,041			
			23,853 (Buyer IV)	
			22,616 (Job Anal. IV)	
		GS-11	22,036 (Acct. IV)	(All
				20,120 Ranks)
20,000				20,020 (Assoc.)
	19,263		18,756 (Audit. III)	
15,000				16,370 (Asst.)
				14,890 (Lect.)
10,000				13,420 (Inst.)

[1]At time of publication, the 1978 earnings data from the Census Bureau were not available for inclusion in this table.

SOURCE: W. Lee Hansen, "Regressing Into the Eighties: Annual Report on the Economic Status of the Profession, 1979-80," Academe, September, 1980.

Methodology

The data source for the study of faculty compensation and salaries is the American Association of University Professors (AAUP) annual report on the economic status of the profession. The AAUP obtains the data used for this annual report from the U. S. Office of Education, Higher Education General Information Survey (HEGIS). Because data collected through HEGIS in Fall, 1979 were the basis of the September, 1980 AAUP report, the salary and compensation data analyzed here are for the most recent fiscal year, FY1980.

Several procedural factors may influence the data reported by AAUP. First, the National Center for Education Statistics does not release compensation and salary data for categories in which only one or two individuals are reported. Second, AAUP does not publish compensation and salary data for ranks in which fewer than six faculty are reported. Both of these measures are designed to protect the confidentiality of data on individuals. Because relatively small numbers of individual faculty are involved in these cases, the resulting exclusions probably do not have a significant influence on the conclusions drawn in this study. However, in reviewing the various tables in this study, the absence of a report for a specific faculty rank may indicate that the conditions described above occurred.

AAUP data on average salary and compensation from four fiscal years - FY1971, FY1975, FY1979, FY1980 - were used to provide an historical comparison of salaries and compensation for Illinois public universities. In each of the four years, average salary and compensation in the Illinois public universities were examined from the perspective of three separate comparison groups: 1) The framework developed by Dr. Craig Bazzani, which has been used in earlier Board of Higher Education salary and compensation studies; 2) The comparison groups recently developed by the Board of Higher Education staff. (These were described in "An Identification of College and University Peer Groups," presented as an information item at the September 9, 1980 meeting of the Board of Higher Education); and 3) The Big Ten Universities as a comparison group for the University of Illinois-Urbana/Champaign campus.

Past compensation studies have had to rely on the various AAUP institutional categories as comparison groups for the Illinois private institutions. In this study comparison groups for private institutions recently developed by the Board of Higher Education staff are used. Because a number of private institutions did not report data for FY1971, detailed comparisons of the Illinois private institutions relative to their peer groups could be completed only for fiscal years 1975, 1979 and 1980.

For Illinois public community colleges, no comparison group framework similar to those used for the public universities and private institutions has been developed. Illinois public community college salaries and compensation have been compared to public community colleges in large, industrial states, and geographically neighboring states.

Michigan, California, New York, Maryland, Pennsylvania and Texas have large community college systems and a substantial number of colleges report faculty ranks. Compensation and salary data by rank from the colleges in these six states are compared to the compensation and salary for the 16 Illinois colleges which report faculty rank.

Data from colleges in ten states are compared to the compensation and salary of the 30 Illinois community colleges that do not report faculty ranks. The states used in this comparison are: California, Florida, Indiana, Iowa, Michigan, Minnesota, Missouri, Ohio, Texas and Washington.

When faculty salaries and compensation are compared over long periods of time, changes in faculty composition among the various ranks can cause the average for all ranks combined to rise by more or less than the average increase for each of the ranks. This problem has been accounted for in this analysis by using the FY1980 distribution of faculty in the various ranks to calculate the average "all rank" salary and compensation for FY1971, FY1975 and FY1979.

Since economic conditions vary in different states, the comparison of faculty salaries in institutions located in different states requires that cost of living differences be recognized. An index for each state, developed by Walter McMahon and Carroll Melton, was used as a basis for making a state by state adjustment for cost of living differences.(6) The index was computed using per capita personal income, the percentage change in population growth from 1960 to 1970, and a measure of housing costs for each state as inputs. This procedure was found to replicate closely the results of more comprehensive studies of the cost of living in different areas.

For the purposes of this study, McMahon and Melton's index was recomputed to make Illinois the base (100.0). These factors were then used to make a cost of living adjustment for the various schools in the comparison groups. Table 3 displays the cost of living adjustments developed by McMahon and Melton.

Another technical adjustment was necessary in the case of several major universities included in the comparison groups that reported aggregated data for two or more campuses in fiscal years 1971 and 1975. For example, the University of Illinois reported salary and compensation data for the Urbana/Champaign and Chicago Circle campuses combined in FY1971. When a comparison is made between the current year and aggregated fiscal year 1971 or 1975 data for a multi-campus university, the data in the earlier years has been disaggregated on the basis of faculty ratios in 1980.

A final technical problem dealt with in the analysis of the data involves the conversion to a nine month contract of compensation and salary data for faculty on contracts other than nine months in length. Most institutions use a 9/11 factor to convert twelve month contracts to nine months, but others use a 9/12 factor.

TABLE 3

DIFFERENCES IN THE COST OF LIVING AMONG STATES

State *	Index	State	Index
Alabama	92.6	Nebraska	101.3
Arkansas	90.9	Nevada	113.6
Arizona	105.4	New Hampshire	113.3
California	114.6	New Jersey	124.0
Colorado	106.9	New Mexico	101.1
Connecticut	127.8	New York	117.4
Delaware	118.1	North Carolina	93.9
District of Columbia	111.2	North Dakota	103.5
Florida	98.0	Ohio	106.4
Georgia	96.2	Oklahoma	91.2
Idaho	102.5	Oregon	104.3
Illinois	109.5	Pennsylvania	101.2
Indiana	102.4	Rhode Island	110.1
Iowa	101.6	South Carolina	94.0
Kansas	99.7	South Dakota	99.7
Kentucky	100.6	Tennessee	93.2
Louisiana	95.8	Texas	93.0
Maine	97.6	Utah	105.1
Maryland	120.4	Vermont	107.6
Massachusetts	114.5	Virginia	99.7
Michigan	107.1	Washington	108.6
Minnesota	107.2	West Virginia	90.6
Mississippi	91.1	Wisconsin	106.0
Missouri	102.6	Wyoming	104.4
Montana	102.8		

* The national average is equal to 100.0.

Source: Walter W. McMahon and Carroll Melton, "Measuring Cost of Living Variation," Industrial Relations, Vol. 17, No. 3, (October 1978), p. 331.

An adjustment was made for the institutions in Illinois where this inconsistency exists. The twelve month salaries reported to HEGIS for Eastern Illinois University, Governors State University, Northeastern Illinois University, Western Illinois University, Southern Illinois University-Edwardsville, and Southern Illinois University-Carbondale were converted on a 9/11 basis, to make them consistent and comparable to the other Illinois institutions. For Chicago State University, where all faculty are on a ten month contract, a conversion factor of 9/10 was used to convert salaries to a nine month contract.

Study Findings

Public Universities

The comparison frameworks used for the Illinois public universities are the cluster groups developed by the Board of Higher Education staff in 1980, the Bazzani groupings developed in 1972, which have been used in earlier studies, and the Big Ten Universities. Comparisons have been shown both for data adjusted for cost of living differences among states and unadjusted for these differences.

Table 4 summarizes faculty all rank compensation as a percentage of the median in the years FY1971, FY1975, FY1979 and FY1980 for all three comparison frameworks used. These data have been adjusted to reflect cost of living differences. Similarly, Table 5 shows the same data, unadjusted for cost of living differences.

Table 4 shows that, for all three sets of comparison frameworks, faculty compensation in Illinois public universities is between 4.0 and 6.1 percent below the median. On Table 5, where the data are not adjusted for cost of living differences, faculty compensation ranges from .6 to 3.5 percent below the median.

The University of Illinois has established a goal of being third in the Big Ten (essentially the 75th percentile) for faculty compensation. This study shows that when adjustments are made for cost of living differences, all rank compensation at the University of Illinois-Urbana/Champaign, is 7.2 percent below the 75th percentile. When unadjusted for the cost of living, University of Illinois compensation is 3.7 percent away from that goal.

For both the 1980 comparison groups and the Bazzani groups, the results show a continuous loss of position relative to the group median over the period of 1971 to 1980. Where the data have been adjusted for cost of living differences, the decline in the cluster groups is 7.6 percentage points, while in the Bazzani groups' analysis it is 7.7 percentage points. For the unadjusted data, the decline in the cluster groups averaged 9.8 percent below the median, compared to 6.8 percent below in the Bazzani groups. In comparison to the Big Ten Universities, the University of Illinois-Urbana/Champaign campus gained some ground,

TABLE 4

FACULTY COMPENSATION IN ILLINOIS PUBLIC UNIVERSITIES
AVERAGE PERCENTAGE ABOVE OR (BELOW) THE MEDIAN FOR COMPARISON GROUPS
ADJUSTED FOR DIFFERENCES IN THE COST OF LIVING

	1980 Comparison Groups	Bazzani Comparison Groups	Big Ten Universities
FY1971	1.5%	1.5%	(5.7%)
FY1975	(3.2)	(2.7)	(4.7)
FY1979	(5.1)	(4.5)	(4.7)
FY1980	(6.1)	(5.2)	(4.0)
Change FY1971 To FY1980	(7.6)	(7.7)	2.7
Change FY1975 To FY1980	(3.5)	(1.7)	(0.1)

TABLE 5

FACULTY COMPENSATION IN ILLINOIS PUBLIC UNIVERSITIES
AVERAGE PERCENTAGE ABOVE OR (BELOW) THE MEDIAN FOR COMPARISON GROUPS
UNADJUSTED FOR DIFFERENCES IN THE COST OF LIVING

	1980 Comparison Groups	Bazzani Comparison Groups	Big Ten Universities
FY1971	6.3%	6.2%	(2.1)%
FY1975	-	1.1	(0.9)
FY1979	(2.8)	(0.6)	(1.4)
FY1980	(3.5)	(2.6)	(1.0)
Change FY1971 To FY1980	(9.8)	(6.8)	1.1
Change FY1975 To FY1980	(2.9)	(2.5)	0.7

but the average faculty compensation remains well below the median. There was a relative increase of 1.7 percentage points for the adjusted data, and 1.1 percentage points for the unadjusted data.

Appendix A presents the detailed results for Illinois public universities. Table A-1 shows a comparison of average all rank compensation by campus for fiscal years 1971 and 1980. Tables A-2 and A-5 present all rank compensation and salary respectively as a percent of the median by campus for fiscal years 1971, 1975, 1979 and 1980 for the cluster groups. Similarly, Tables A-3 and A-6 show all rank compensation and salary in relation to the median for the Bazzani group and Big Ten Universities. Table A-4 presents institutional average compensation detail by rank for the four fiscal years included in this study. A similar set of Tables, A-7, presents average salary data.

As seen in other studies, public universities in Illinois tend to compare more favorably to other institutions when salaries are examined than when total compensation is considered. Total compensation considers the value of fringe benefits in addition to cash salary. This indicates that the value of fringe benefits provided to academic staff in Illinois is less than the benefits provided by similar institutions in other states.

Nonpublic Colleges and Universities

The comparison groups developed by the Board of Higher Education staff were used in the analysis of compensation and salary at the nonpublic colleges and universities in Illinois. The analysis was done for fiscal years 1975, 1979 and 1980, both with and without a cost of living adjustment.

Table 6 summarizes the average percentage distance from the median of faculty compensation at nonpublic institutions for FY1975, FY1979 and FY1980. When adjusted for cost of living differences, faculty compensation at nonpublic institutions now averages 2.3 percent below the median. From FY1975 to FY1980 there was a decline of 2.1 percentage points in relative position. Unadjusted for cost of living differences, nonpublic compensation is 2.7 percent above the median. From FY1975 to FY1980 the average decline relative to the group median was 0.2 percentage points.

Appendix B presents the detailed data for Illinois nonpublic institutions. Table B-1 shows average all rank compensation, by campus, for fiscal years 1971 and 1980.

Tables B-2 and B-4 present average all rank compensation and salary as a percent of the cluster group median by institution for FY1975, FY1979 and FY1980. Both the data adjusted for cost of living and unadjusted are presented.

Tables B-3 and B-5 present the institutional detail for average faculty compensation and salary. The data are shown by rank for FY1975, FY1979 and FY1980.

TABLE 6

FACULTY COMPENSATION IN ILLINOIS NON-PUBLIC INSTITUTIONS
AVERAGE PERCENTAGE ABOVE OR (BELOW)
THE MEDIAN OF FY1980 COMPARISON GROUPS

	Adjusted for Differences in the Cost of Living	Unadjusted for Differences in the Cost of Living
FY1975	(0.2)%	2.9%
FY1979	(1.3)	3.3
FY1980	(2.3)	2.7
Change FY1975 To FY1980	(2.1)	(0.2)

Public Community Colleges

The comparison of compensation and salary among public community colleges in various states presents several methodological problems. First, there is no comparison group framework for the Illinois public community colleges similar to those used for public universities and nonpublic institutions. In addition, numerous community colleges do not have the traditional faculty rank structure. In Illinois, 16 of the colleges reported the traditional faculty rank structure, while 30 did not. A number of states have been selected for comparing compensation and salary in order to provide a broad basis for comparing community colleges both with and without faculty rank.

Table 7 shows the distance of the median faculty compensation in the Illinois public community colleges from the median compensation in several other states, adjusted for cost of living differences. In 1971 public community college compensation in Illinois, where no faculty rank is reported, averaged 5.8 percent above the median in other states. In fiscal year 1980 the average was 1.7 percent above the median for those colleges without faculty ranks. Also in FY1980 colleges with faculty ranks averaged 1.3 percent below the median in other states.

All comparisons between FY1971 and FY1980 data in this study should be made with care, due to the fact that the number of institutions reporting to AAUP in FY1971 is much smaller than the number of institutions included in FY1980 in the case of community colleges.

When no adjustment for cost of living is made, as shown on Table 8, community colleges without faculty ranks averaged 11.9 percent above the FY1971 median compensation in other states. These community colleges average 7.7 percent above the median in fiscal year 1980. The compensation in Illinois community colleges with faculty ranks average 0.3 percent above the median in FY1980.

Detailed data for the Illinois public community colleges are included in Appendix C. Table C-1 shows the average faculty compensation in FY1971 and FY1980 by institution.

Table C-2a presents the average and median compensation in FY1971 and FY1980 in the states with colleges where no faculty ranks are reported. Table C-2b is a similar presentation of median and average salary.

Table C-3a shows the weighted average salary and compensation by rank in 1980 of the states with colleges having ranked faculty, adjusted for cost of living differences. Table C-3b shows the same data unadjusted for these differences.

Table C-4 presents Illinois median salary and compensation for colleges with no faculty ranks as a percentage of the medians in comparison states in FY1971 and FY1980. Table C-5 is a similar comparison of salary and compensation in colleges with faculty rank for fiscal year 1980.

TABLE 7

MEDIAN FACULTY COMPENSATION IN ILLINOIS COMMUNITY COLLEGES
PERCENTAGE ABOVE OR (BELOW) THE MEDIAN IN COMPARISON STATES
ADJUSTED FOR DIFFERENCES IN THE COST OF LIVING

	Colleges Without Faculty Ranks		Colleges With Faculty Ranks
	FY1971	FY1980	FY1980
California	(7.0)%	(23.2)%	(13.9)%
Florida	14.8	1.9	-
Indiana	-	27.6	-
Iowa	-	10.2	-
Maryland	-	-	10.3
Michigan	(8.3)	(17.5)	10.8
Minnesota	(0.8)	(10.7)	-
Missouri	30.7	29.1	-
New York	-	-	(3.3)
Ohio	-	14.8	-
Pennsylvania	-	-	(4.1)
Texas	12.8	(0.5)	(7.5)
Washington	(1.5)	(10.7)	-
Average	5.8%	1.7%	(1.3)

TABLE 8

MEDIAN FACULTY COMPENSATION IN ILLINOIS COMMUNITY COLLEGES
PERCENTAGE ABOVE OR (BELOW) THE MEDIAN IN COMPARISON STATES
UNADJUSTED FOR DIFFERENCES IN THE COST OF LIVING

	Colleges Without Faculty Ranks		Colleges With Faculty Ranks
	FY1971	FY1980	FY1980
California	(11.4)%	(30.4)%	(17.8)%
Florida	28.2	13.6	-
Indiana	-	36.5	-
Iowa	-	18.6	-
Marvland	-	-	0.4
Michigan	(6.1)	(15.6)	13.5
Minnesota	1.5	(8.8)	-
Missouri	38.9	38.2	-
New York	-	-	(6.2)
Ohio	-	17.9	-
Pennsylvania	-	-	4.0
Texas	33.3	17.3	9.3
Washington	(0.8)	(10.0)	-
Average	11.9%	7.7%	0.3%

Table C-6 shows the average salary and compensation of Illinois public community colleges where no faculty rank is reported. Tables C-7a and C-7b show the fiscal year 1980 average compensation and salaries respectively, by rank, for Illinois public community colleges reporting faculty ranks.

AN ANALYSIS OF ADMINISTRATIVE SALARIES IN ILLINOIS PUBLIC UNIVERSITIES

Purpose of the Study

The purpose of this study is to review and compare administrative salaries in Illinois public universities with those paid by similar institutions in other states. The findings will provide a general basis for assessing the ability of Illinois public universities to compete effectively with institutions in other states in recruiting and retaining qualified administrative personnel. This study is also intended to complement the analysis of compensation for faculty members in Illinois institutions of higher education.

Data Sources

Salary data for administrative position titles at each Illinois institution were obtained from the 1979-80 Administrative Compensation Survey, which is conducted annually by the College and University Personnel Association (CUPA). Four Illinois institutions (indicated in Table I) did not participate in the national survey, but subsequently did provide administrative salary data for this study using the same CUPA survey forms.

The salary data reflect actual cash earnings at annualized, full-time rates for each position title. Since the College and University Personnel Association provided only aggregate salary data for each cluster group, it was not possible to make adjustments for variations in the cost of living among different states.

Total compensation data, which incorporates the value of fringe benefits or services contributed without charge, are not reported in the CUPA survey and are, therefore, excluded from this study. It is probable that the fringe benefits available to most administrators in Illinois institutions are similar to those provided for faculty members.

The study of faculty compensation suggests that the relative value of fringe benefits in Illinois public universities tends to be lower than the value of benefits provided by competing institutions in other states. Thus, the relative status of administrative compensation in Illinois public universities is likely to be less favorable compared to institutions in other states when total compensation rather than cash earnings is used as the basis of comparison.

Cluster Groups

The cluster arrangement of public universities used in this study follows the comparison groups used in the current Faculty Compensation study and explained in the report entitled "An Identification of College

Table 1

GROUP SUMMARY
COMPARATIVE ANALYSIS OF ADMINISTRATIVE SALARIES IN ILLINOIS PUBLIC UNIVERSITIES TO SIMILAR INSTITUTIONS IN OTHER STATES
1979-1980 SALARY DATA*

Group Member/Illinois Institutions in Group (Total Institutions in Group/# Participating in CUPA Survey*)	Total Number of Reported Positions for Illinois Institutions	Reported Positions with Salaries Above Group Median Salary Per Position (# of Cases)	(% of Group)	Reported Positions with Salaries Equal to or Below Group Median Salary Per Position (# of Cases)	(% of Group)
Group 3 (37 in Group/28 Participants)					
Eastern Illinois University**	34	27	79.4%	7	20.6%
Group 6 (28 in Group/14 Participants)					
Sangamon State University**	24	17	70.8%	7	29.2%
Group 7 (32 in Group/25 Participants)					
Chicago State University	28	11	39.3%	17	60.7%
Northeastern Ill. University	26	18	69.2%	8	30.8%
Western Illinois University	32	19	59.4%	13	40.6%
Southern Ill. University-E	36	24	66.7%	12	33.3%
Group 7 Subtotal-Composite 7	122	72	59.0%	50	41.0%
Group 11 (42 in Group/33 Participants)					
Southern Ill. University-C**	38	17	44.7%	21	55.2%
Group 12 (41 in Group/36 Participants)					
Illinois State University	29	26	92.8%	2	7.2%
Northern Illinois University	47	34	72.3%	13	27.7%
Group 12 Subtotal-Composite 7	75	60	80.0%	15	20.0%
Group 15 (13 in Group/10 Participants)					
Univ. of Illinois-CC	36	22	61.1%	14	38.9%
Group 16 (4 in Group/2 Participants)***					
Governors State University***	-	-	-	-	-
Group 17 (10 in Group/7 Participants					
University of Illinois-UC	41	17	39.5%	26	60.5%
Grand Totals-Composite 7 - All Illinois Institutions	372	232	62.4%	140	37.6%

* SOURCE: 1979-80 College and University Personnel Association (CUPA) Administrative Compensation Survey.
** Did not participate in 1979-80 CUPA Survey; salary data for the survey period was submitted subsequently by institutions for this analysis.
*** Insufficient number of survey participants in cluster to make a comparison; Governors State University did not participate in the 1979-80 CUPA Survey, but provided data subsequently.

and University Peer Groups," which was presented as an information item at the September 9, 1980 meeting of the Board of Higher Education. A listing of Illinois public universities and institutions in other states included within the same cluster groups is presented in an appendix to that study. Of the 207 institutions in comparison groups that include Illinois public universities, 52 or 25.1 percent did not participate in the CUPA survey.

Cluster Group 16 which includes Governors State University and three other non-Illinois institutions was excluded from the comparison because only two of the four institutions in the cluster group participated in the 1979-80 Administrative Compensation Survey. However, a review of salary data provided subsequently by Governors State University indicates that the pattern of administrative salaries at Governors State University is similar to that in other Illinois public universities.

Limitations and Interpretation of Data

The median salary level, representing the middle value (fiftieth percentile) in a distribution of the reported salaries for a given position, was determined by CUPA for each administrative position within a cluster group. Since half of the reported administrative salaries are lower than the median and half are higher, the median salary for each position in the cluster group was considered as a reasonable benchmark for comparing administrative salary levels in Illinois public universities. The number and percentages of administrative salaries above and below the corresponding group median for Illinois institutions in a cluster were tabulated and displayed in Table 1.

Before discussing the findings, it is appropriate to review briefly some of the limitations of the data and possible differences of interpretation. Some administrative positions and salaries were not reported by institutions because of vacancies, or temporary appointments. Administrative personnel in temporary or acting appointments may earn less than the permanent position-holder within the same job title. Certain intermediate-level administrative positions may be held by civil service personnel at one campus and by non-civil service or exempt personnel at other institutions. Other administrative/support-service positions, such as the Director of the University Bookstore or Director of Food Services may be employed by outside firms which operate independently on a contractual basis with the university. When designated by an institution on the survey form, such positions were excluded from the comparative salary analysis.

Readers must exercise further caution in making interpretations of the findings due to the following considerations:

.. A small number of comparable administrative positions within a cluster group may increase the likelihood of error.

- Differing titles or position descriptions may have been used by institutions to identify administrative positions which are essentially similar in scope and level of responsibility.

- Differing combinations of functional responsibilities or activities may exist for certain designated position titles.

- Differing interpretations of the CUPA survey instructions may have been made by responding institutions in attempting to fit existing administrative positions into the established survey classifications.

- Some administrative positions may be unique to a particular institution or involve a different combination of functional responsibilities.

- Varying lengths of employment, previous experience, and educational preparation of incumbents in a given administrative position certainly account for some of the differences in salaries at one institution relative to another.

To the extent that significant differences in functions or responsibilities exist for an administrative position, corresponding variations in earnings may be expected. Despite such considerations, which are common to many salary studies, this analysis of aggregate salary patterns can provide a general perspective of the adequacy of salaries for administrative personnel in Illinois public universities.

Discussion of Findings

Table 1 summarizes the distribution of administrative salaries in Illinois public universities relative to the corresponding median salary level per position within a cluster group. As indicated in Table 1, 62.4 percent of all reported salaries for Illinois administrative personnel exceed the cluster group median per reported position, while 37.6 percent were equal to or below the corresponding group median. Of the total reported administrative positions in Illinois institutions, 7.8 percent were equal to the corresponding group median per position title.

This general pattern is also valid for most of the cluster groups. For Group 3, which includes Eastern Illinois University and 28 other institutional survey participants, 79.4 percent of the salaries at Eastern Illinois University were greater than the group median salary level per position.

For Group 6 which compares Sangamon State University to 14 other participating institutions, 70.8 percent of the total reported administrative salaries exceeded the group median, while 29.2 percent were below the group median.

For Group 7 which includes Chicago State University, Northeastern Illinois University, Western Illinois University, Southern Illinois University-Edwardsville, and 21 public institutions in other states, 59.0 percent of the reported Illinois administrative salaries were greater than the group median salary levels for similar positions.

Group 11 which includes Southern Illinois University-Carbondale and 33 institutional participants in other states, differs from the general pattern with 44.7 percent of the reported salaries greater than the cluster group median and 55.3 percent below the group median.

For Group 12 which includes Illinois State University, Northern Illinois University and 34 other participating institutions, 80 percent of the reported administrative salaries were greater than the corresponding cluster group median salary per position title, while 20 percent were below the group median salary level.

For Group 14 which includes the University of Illinois-Chicago Circle campus and nine other survey participants, 61.1 percent of the administrative salaries were greater than the group median salary.

For Group 17 which includes the University of Illinois-Urbana/Champaign campus and six other institutional participants, 39.5 percent of the administrative salaries were greater than the group median, and 60.5 percent were equal to or below the group median. Of the latter group 32.6 percent of the administrative salaries at the Urbana/Champaign campus were equal to the median salary level and 27.9 percent were below the median.

FOOTNOTES

(1) W. Lee Hansen, "Regressing Into the Eighties: Annual Report on the Economic Status of the Profession, 1979-80," Academe, September, 1980, p. 1.

(2) Ibid, p. 8.

(3) Ibid, p. 8.

(4) Ibid, p. 11.

(5) Ibid, p. 12.

(6) Walter W. McMahon and Carroll Melton, "Measuring Cost of Living Variation," Industrial Relations, Vol. 17, No. 3, (October 1978), p. 331.

APPENDIX A

DETAILED COMPENSATION AND SALARY DATA FOR ILLINOIS PUBLIC UNIVERSITIES

Table A-1	FY1971 And FY1980 All Rank Compensation By Campus
Table A-2	All Rank Average Compensation As A Percentage Of 1980 Comparison Group Median
Table A-3	All Rank Average Compensation As A Percentage Of Bazzani Group And Big Ten Medians
Table A-4	Institutional Average Compensation Detail
Table A-5	All Rank Average Salary As A Percentage Of 1980 Comparison Group Median
Table A-6	All Rank Average Salary As A Percentage
Table A-7	Institutional Average Salary Detail

TABLE A-1

FY1971 AND FY1980 ALL RANK COMPENSATION BY CAMPUS

(dollars in thousands)

	FY1971	FY1980
Board of Governors		
Chicago State University	$14.7	$22.7
Eastern Illinois University	15.8	23.3
Governors State University	NR	25.0
Northeastern Illinois University	16.0	24.0
Western Illinois University	16.1	23.7
Board of Regents		
Illinois State University	15.7	24.3
Northern Illinois University	16.3	25.1
Sangamon State University	15.9	25.0
Southern Illinois University		
Carbondale	15.3	24.5
Edwardsville	16.2	25.6
University of Illinois		
Chicago Circle	16.9	27.7
Champaign/Urbana	18.3	31.0
Average	$16.2	$25.2
Percentage Increase FY1971 to FY1980		55.6%

NR = No Report

TABLE A-1

ALL RANKS AVERAGE COMPENSATION AS A PERCENTAGE OF 1980 COMPARISON GROUP MEDIAN

	FY1971		FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Cluster Group 3								
Eastern Illinois University	108.2%	110.5%	92.2%	90.1%	89.2%	88.1%	90.7%	88.1%
Cluster Group 6								
Sangamon State University	107.4	112.0	103.9	105.1	99.1	104.0	99.2	104.6
Cluster Group 7								
Western Illinois University	105.9	104.5	94.2	92.7	94.0	89.8	94.0	87.5
Northeastern Illinois University	102.6	101.3	92.3	90.9	92.6	88.9	92.3	88.2
Chicago State University	95.5	94.2	96.9	95.4	90.0	86.3	88.7	84.4
Southern Illinois University-Edwardsville	101.2	101.9	96.4	95.0	98.5	94.5	98.1	91.8
Cluster Group 11								
Southern Illinois University-Carbondale	96.3	107.5	91.0	100.0	88.0	96.2	88.4	97.6
Cluster Group 12								
Illinois State University	98.7	109.8	97.9	106.3	95.4	102.2	93.8	101.7
Northern Illinois University	101.2	113.2	100.0	107.9	96.7	103.5	95.8	101.7
Cluster Group 14								
University of Illinois-Chicago Circle	113.4	108.3	104.6	100.5	102.8	98.1	94.2	90.2
Cluster Group 16								
Governors State University	NR	NR	102.8	100.5	100.0	100.0	100.0	100.8
Cluster Group 17								
University of Illinois-Urbana/Champaign	97.3	102.8	96.1	100.9	95.0	99.3	95.4	99.4
Weighted Average**	101.5%	106.3%	96.8%	100.0%	94.9%	97.2%	93.9%	96.5%

* For FY1971, FY1975, and FY1979, the FY1980 faculty mix was used to calculate all rank average compensation and median.

** Weighted by number of full-time faculty in 1980.

NR = No Report

TABLE A-1

ALL RANK* AVERAGE COMPENSATION AS A PERCENTAGE OF BAZZANI GROUP AND BIG TEN MEDIANS

	FY1971		FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Bazzani Group 2								
University of Illinois-Urbana/Champaign	98.4%	101.7%	96.5%	99.5%	96.6%	100.4%	97.2%	100.0%
Bazzani Group 5								
Illinois State University	100.0	105.4	97.4	100.5	95.0	98.7	93.7	97.6
Northern Illinois University	102.5	107.9	99.0	102.1	95.9	100.0	94.4	99.6
Southern Illinois University-Carbondale	101.9	106.8	96.3	99.5	95.0	98.7	94.2	99.6
Southern Illinois University-Edwardsville	97.6	103.2	94.5	97.4	93.7	97.6	92.4	97.3
University of Illinois-Chicago Circle	103.0	108.3	101.0	105.7	102.8	106.6	101.5	106.9
Bazzani Group 7								
Eastern Illinois University	106.8	113.1	95.2	101.7	90.0	93.9	90.3	95.1
Northeastern Illinois University	104.6	108.8	93.8	100.0	91.1	95.3	90.2	95.2
Chicago State University	97.4	99.2	98.4	101.9	88.5	92.7	86.6	91.3
Western Illinois University	108.1	112.6	95.7	102.3	92.1	96.1	91.2	96.1
Bazzani Group 8								
Sangamon State University	101.1	112.0	98.9	106.3	100.0	104.5	100.8	107.8
Governors State University	NR	NR	96.8	102.2	96.2	102.7	98.8	105.5
Weighted Average**	101.5%	106.2%	97.3%	101.1%	95.5%	99.4%	94.8%	99.5%
Big Ten Universities								
University of Illinois-Urbana/Champaign	94.3%	97.9%	95.3%	99.1%	95.1%	98.6%	96.0%	99.0%

* For FY1971, FY1975, and FY1979, the FY1980 faculty mix was used to calculate all rank average compensation and median.

** Weighted by number of full-time faculty in 1980.

NR = No Report

A-4 Tables

Institutional Average Compensation Detail

For historical years (1971, 1975, and 1979), the all rank average compensation data and all rank indices are not the same as data presented in the summary tables due to differences in the faculty rank composition from year-to-year. The over time comparison tables use the mix of full-time faculty among ranks in FY1980 to calculate all rank averages for all years.

COMPARISON OF 1970-71 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL UNIV	20.2	111.6	16.6	112.2	12.9	103.2	10.0	98.0	14.7	106.5
GROUP MEDIAN	18.1		14.8		12.5		10.2			
GROUP 06										
SANGAMON STATE UNIV	20.0	109.3	16.6	109.9	13.4	103.1			15.7	107.5
GROUP MEDIAN	18.3		15.1		13.0		10.3			
GROUP 07										
WESTERN ILLINOIS UNIV	20.8	109.5	16.5	107.1	12.9	101.6	10.1	97.1	14.0	102.9
SO ILL U AT EDWARDSVILLE	19.5	102.6	16.0	103.9	13.4	105.5	10.4	100.0	14.7	103.5
CHICAGO STATE UNIV	18.6	97.9	14.7	95.5	11.7	92.1	9.2	88.5	13.0	93.5
NORTHEASTERN ILLINOIS UNIV	19.9	104.7	15.5	100.6	12.7	100.0	10.4	100.0	14.5	101.4
GROUP MEDIAN	19.0		15.4		12.7		10.4			
GROUP 11										
SO ILL UNIV AT CARBONDALE	20.9	96.8	16.3	95.9	13.6	96.5	10.2	98.1	14.8	96.7
GROUP MEDIAN	21.6		17.0		14.1		10.4			
GROUP 12										
NORTHERN ILLINOIS UNIV	21.1	104.5	17.0	103.7	13.3	97.1	9.5	89.6	15.5	100.6
ILLINOIS STATE UNIV	20.2	100.0	16.8	102.4	13.2	96.4	9.7	91.5	14.7	98.0
GROUP MEDIAN	20.2		16.4		13.7		10.6			
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCLE	22.2	116.8	16.1	111.8	13.1	111.0	10.6	101.0	15.3	111.7
GROUP MEDIAN	19.0		14.4		11.9		10.5			
GROUP 17										
UNIV OF ILLINOIS-URBANA	22.2	100.0	16.1	94.7	13.1	93.3	10.6	99.1	17.3	98.6
GROUP MEDIAN	22.2		17.0		14.5		10.7			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 33										
EASTERN ILLINOIS UNIVERSITY	22.4	92.2	18.3	94.3	14.6	91.9	11.4	84.4	17.8	92.2
GROUP MEDIAN	24.3		19.4		15.9		13.5			
GROUP 06										
SANGAMON STATE UNIVERSITY	23.7	106.8	19.4	104.3	15.8	100.6			18.4	103.4
GROUP MEDIAN	22.2		18.6		15.7		12.2			
GROUP 07										
WESTERN ILLINOIS UNIVERSITY	22.8	95.0	17.7	92.7	15.2	97.4	11.4	97.0	17.1	95.0
SO ILLINOIS UNIV AT EDWARDSVIL	22.9	95.4	18.5	96.9	15.4	98.7	12.7	96.9	18.1	96.8
NORTHEASTERN ILLINOIS UNIVERSI	21.9	91.3	17.5	91.6	14.8	94.9	12.8	97.7	17.6	92.6
CHICAGO STATE UNIVERSITY	23.5	97.9	18.3	95.9	15.3	98.1	11.9	90.8	17.6	97.2
GROUP MEDIAN	24.0		19.1		15.6		13.1			
GROUP 11										
SOUTHERN ILLINOIS UNIV-CARBOND	24.0	91.3	18.5	90.2	15.4	90.6	12.4	94.7	19.4	91.1
GROUP MEDIAN	26.3		20.5		17.0		13.1			
GROUP 12										
ILLINOIS STATE UNIVERSITY	23.8	97.9	19.4	100.0	15.6	97.5	12.1	95.3	18.0	97.8
NORTHERN ILLINOIS UNIVERSITY	24.6	101.2	19.7	101.5	15.7	98.1	11.6	91.3	19.2	100.0
GROUP MEDIAN	24.3		19.4		16.0		12.7			
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCL	26.1	107.0	19.8	105.9	15.8	100.6	13.5	101.5	19.3	104.3
GROUP MEDIAN	24.4		18.7		15.7		13.3			
GROUP 16										
GOVERNORS STATE UNIVERSITY									18.4	104.5
GROUP MEDIAN	22.2		18.2		15.0		12.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
UNIVERSITY OF ILLINOIS-URBANA	27.1	99.3	19.2	91.9	16.0	92.5	11.8	85.5	21.6	95.0
GROUP MEDIAN	27.3		20.9		17.3		13.8			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILLINOIS UNIVERSITY	27.2	90.1	22.1	92.5	17.8	88.1	14.3	82.2	21.6	89.3
GROUP MEDIAN	30.2		23.9		20.2		17.4			
GROUP 06										
SANGAMON STATE UNIVERSITY	30.4	104.5	23.6	97.9	20.0	98.5			23.4	99.6
GROUP MEDIAN	29.1		24.1		20.3		16.1			
GROUP 07										
WESTERN ILL UNIVERSITY	27.6	92.6	22.3	95.3	19.0	96.9	13.9	81.6	21.8	93.6
STHN ILLINOIS U EDWARDSVL	28.3	95.0	23.5	100.4	20.0	102.0	15.9	100.6	23.7	98.3
CHICAGO STATE UNIVERSITY	26.1	87.6	21.7	92.7	17.8	90.8	14.3	89.9	21.1	89.8
NTHESTN ILL UNIVERSITY	26.8	89.9	21.5	91.9	18.8	95.9	16.6	104.4	22.3	92.1
GROUP MEDIAN	29.8		23.4		19.6		15.9			
GROUP 11										
STHN ILLINOIS U CARBONDL	30.4	87.9	23.6	88.7	18.8	86.2	15.4	91.1	22.9	88.1
GROUP MEDIAN	34.6		26.6		21.9		16.9			
GROUP 12										
ILLINOIS STATE UNIVERSITY	29.1	94.9	23.7	96.3	[illegible]	95.1	16.0	96.4	22.9	95.4
NORTHERN ILLINOIS UNIVERSITY	30.3	98.7	24.4	99.2	19.3	94.6	14.1	84.9	23.4	96.7
GROUP MEDIAN	30.7		24.6		20.4		16.6			
GROUP 14										
U OF ILL CHICAGO CIRCLE	33.5	107.0	24.7	100.9	20.2	99.5	17.3	97.7	25.7	102.9
GROUP MEDIAN	31.3		24.5		20.3		17.7			
GROUP 16										
GOVERNORS STATE									22.9	100.0
GROUP MEDIAN	29.3		24.1		20.4		14.0			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	34.8	96.9	24.7	91.1	20.9	93.3	17.6	95.1	28.5	94.1
GROUP MEDIAN	35.9		27.1		22.4		18.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL UNIVERSITY	29.4	91.9	23.7	91.9	19.6	90.7	15.5	82.4	23.3	90.7
GROUP MEDIAN	32.0		25.8		21.6		18.8			
GROUP 06										
SANGAMON STATE UNIVERSITY	31.6	99.4	25.6	98.8	21.7	100.0			25.0	99.2
GROUP MEDIAN	31.8		25.9		21.7		17.4			
GROUP 07										
WESTERN ILL UNIVERSITY	29.3	92.1	24.0	94.1	20.5	99.1	14.1	83.9	23.7	94.0
STHN ILLINOIS U EDWARDSVL	30.2	95.0	25.3	99.2	21.4	102.4	17.6	104.8	25.6	98.1
CHICAGO STATE UNIVERSITY	27.4	86.2	23.2	91.0	18.9	90.4	15.2	90.5	22.7	88.7
NTHESTN ILL UNIVERSITY	28.3	89.0	23.5	92.2	20.2	96.7	17.9	106.5	24.0	92.3
GROUP MEDIAN	31.8		25.5		20.9		16.8			
GROUP 11										
STHN ILLINOIS U CARBONDL	32.6	87.2	25.3	88.2	20.5	88.4	16.7	93.3	24.5	89.4
GROUP MEDIAN	37.4		28.7		23.2		17.9			
GROUP 12										
ILLINOIS STATE UNIVERSITY	30.9	92.2	25.1	94.4	20.5	94.5	17.2	97.2	24.3	93.8
NORTHERN ILL UNIVERSITY	32.5	97.0	26.3	98.9	20.6	94.9	14.5	81.9	25.1	95.9
GROUP MEDIAN	33.5		26.6		21.7		17.7			
GROUP 14										
U OF ILL CHICAGO CIRCLE	35.9	97.8	26.7	93.0	21.6	90.8	19.7	91.2	27.7	94.2
GROUP MEDIAN	36.7		28.7		23.9		20.5			
GROUP 16										
GOVERNORS STATE									25.0	100.0
GROUP MEDIAN	30.6		25.4		21.4		15.0			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	37.8	97.2	26.7	91.4	22.8	95.0	20.1	102.6	31.0	95.4
GROUP MEDIAN	38.9		29.2		24.0		19.6			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1970-71 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL UNIV	20.2	113.5	15.6	114.5	12.9	105.7	10.0	101.0	14.7	108.9
GROUP MEDIAN	17.8		14.5		12.2		9.9			
GROUP 06										
SANGAMON STATE UNIV	20.0	113.0	16.6	114.5	13.4	108.1			15.7	112.1
GROUP MEDIAN	17.7		14.5		12.4		9.9			
GROUP 07										
WESTERN ILLINOIS UNIV	20.8	106.1	16.5	107.8	12.9	102.4	10.1	97.1	14.0	102.9
SO ILL U AT EDWARDSVILLE	19.5	99.5	16.0	104.6	13.4	106.3	10.4	100.0	14.7	102.9
CHICAGO STATE UNIV	18.6	94.9	14.7	96.1	11.7	92.9	9.2	88.5	13.0	93.5
NORTHEASTERN ILLINOIS UNIV	19.9	101.5	15.5	101.3	12.7	100.8	10.4	100.0	14.5	100.7
GROUP MEDIAN	19.6		15.3		12.6		10.4			
GROUP 11										
SO ILL UNIV AT CARBONDALE	20.9	107.7	16.3	107.2	13.6	107.9	10.2	105.2	14.8	107.2
GROUP MEDIAN	19.4		15.2		12.6		9.7			
GROUP 12										
NORTHERN ILLINOIS UNIV	21.1	115.9	17.0	116.4	13.3	107.3	9.5	100.0	15.5	111.5
ILLINOIS STATE UNIV	20.2	111.0	16.9	115.1	13.2	106.5	9.7	102.1	14.7	108.9
GROUP MEDIAN	18.2		14.6		12.4		9.5			
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCLE	22.2	111.6	16.1	107.3	13.1	106.5	10.6	98.1	15.3	107.0
GROUP MEDIAN	19.9		15.0		12.3		10.8			
GROUP 17										
UNIV OF ILLINOIS-URBANA	22.2	104.2	16.1	101.3	13.1	100.0	10.6	100.0	17.3	102.4
GROUP MEDIAN	21.3		15.9		13.1		10.6			

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 33										
EASTERN ILLINOIS UNIVERSITY	22.4	89.2	18.3	92.9	14.5	99.7	11.4	87.7	17.8	90.9
GROUP MEDIAN	25.1		19.7		16.1		13.0			
GROUP 36										
SANGAMON STATE UNIVERSITY	23.7	106.3	19.4	105.4	15.8	102.6			18.4	104.5
GROUP MEDIAN	22.3		18.4		15.4		12.3			
GROUP 37										
WESTERN ILLINOIS UNIVERSITY	22.8	92.7	17.7	93.2	15.2	95.0	11.4	85.7	17.1	93.4
SO ILLINOIS UNIV AT EDWARDSVIL	22.9	93.1	18.5	97.4	15.4	96.3	12.7	95.5	18.1	95.8
NORTHEASTERN ILLINOIS UNIVERSI	21.9	89.0	17.5	92.1	14.8	92.5	12.8	96.2	17.6	91.2
CHICAGO STATE UNIVERSITY	23.5	95.5	18.3	96.3	15.3	95.6	11.9	89.5	17.6	95.7
GROUP MEDIAN	24.6		19.0		16.0		13.3			
GROUP 11										
SOUTHERN ILLINOIS UNIV-CARBOND	24.0	99.6	18.5	99.5	15.4	100.0	12.4	103.3	18.4	100.1
GROUP MEDIAN	24.1		18.6		15.4		12.0			
GROUP 12										
ILLINOIS STATE UNIVERSITY	23.8	106.7	19.4	107.8	15.6	104.7	12.1	102.5	18.0	105.9
NORTHERN ILLINOIS UNIVERSITY	24.6	110.3	19.7	109.4	15.7	105.4	11.6	98.3	19.2	107.9
GROUP MEDIAN	22.3		18.0		14.9		11.8			
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCL	26.1	102.4	19.8	101.5	15.8	97.5	13.5	98.5	19.3	100.5
GROUP MEDIAN	25.5		19.5		16.2		13.7			
GROUP 16										
GOVERNORS STATE UNIVERSITY									19.4	102.7
GROUP MEDIAN	23.2		19.0		15.7		13.1			

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
UNIVERSITY OF ILLINOIS-URBANA	27.1	102.3	19.2	99.0	16.0	100.0	11.8	94.4	21.6	100.9
GROUP MEDIAN	26.5		19.4		16.0		12.5			

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 33										
EASTERN ILLINOIS UNIVERSITY	27.2	89.5	22.1	88.0	17.8	87.3	14.3	83.6	21.6	88.2
GROUP MEDIAN	30.4		25.1		20.4		17.1			
GROUP 06										
SANGAMON STATE UNIVERSITY	30.4	109.4	23.6	103.1	20.0	103.6			23.4	104.5
GROUP MEDIAN	27.8		22.9		19.3		15.1			
GROUP 07										
WESTERN ILL UNIVERSITY	27.6	90.5	22.3	89.2	19.0	92.7	13.0	77.8	21.8	89.7
STHN ILLINOIS U EDWARDSVL	28.3	92.8	23.5	94.0	20.0	97.6	16.0	95.8	23.7	96.0
CHICAGO STATE UNIVERSITY	26.1	85.6	21.7	86.8	17.8	86.3	14.3	85.6	21.1	86.1
N WESTN ILL UNIVERSITY	26.8	87.9	21.5	86.0	18.8	91.7	16.6	99.4	22.3	89.1
GROUP MEDIAN	30.5		25.0		20.5		16.7			
GROUP 11										
STHN ILLINOIS U CARBONDL	30.4	95.9	23.6	97.1	18.8	94.9	15.4	100.0	22.9	96.2
GROUP MEDIAN	31.7		24.3		19.8		15.4			
GROUP 12										
ILLINOIS STATE UNIVERSITY	29.1	102.5	23.7	102.2	19.4	101.0	16.0	105.3	22.9	101.9
NORTHERN ILLINOIS UNIVERSITY	30.3	106.7	24.4	105.2	19.3	100.5	14.1	92.8	23.4	103.5
GROUP MEDIAN	28.4		23.2		19.2		15.2			
GROUP 14										
U OF ILL CHICAGO CIRCLE	33.5	102.1	24.7	96.5	20.2	94.8	17.3	95.1	25.7	99.1
GROUP MEDIAN	32.8		25.6		21.3		19.2			
GROUP 16										
GOVERNORS STATE									22.9	100.9
GROUP MEDIAN	27.1		22.3		19.0		14.6			

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	34.8	101.2	24.7	96.1	20.9	97.7	17.6	100.0	28.5	99.3
GROUP MEDIAN	34.4		25.7		21.4		17.6			

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL UNIVERSITY	29.4	88.8	23.7	87.8	19.6	88.7	15.5	86.1	23.3	98.1
GROUP MEDIAN	33.1		27.0		22.1		18.0			
GROUP 06										
SANGAMON STATE UNIVERSITY	31.6	105.7	25.6	103.2	21.7	105.9				
GROUP MEDIAN	29.9		24.8		20.5		16.3		25.9	104.4
GROUP 07										
WESTERN ILL UNIVERSITY	29.3	88.3	24.0	89.9	20.5	92.8	14.1	80.1	23.7	89.4
STHN ILLINOIS U EDWARDSVL	30.2	91.0	25.3	94.8	21.4	96.8	17.6	100.0	25.6	73.9
CHICAGO STATE UNIVERSITY	27.4	82.5	23.2	86.9	18.9	85.5	15.2	86.4	22.7	84.4
NRTHESTN ILL UNIVERSITY	29.3	95.2	23.5	88.0	20.2	91.4	17.9	101.7	24.0	88.2
GROUP MEDIAN	33.2		26.7		22.1		17.6			
GROUP 11										
STHN ILLINOIS U CARBONDL	32.6	95.9	25.3	98.1	20.5	99.6	16.7	101.8	24.5	97.6
GROUP MEDIAN	34.0		25.8		20.8		16.4			
GROUP 12										
ILLINOIS STATE UNIVERSITY	30.9	101.6	25.1	101.2	20.5	100.5	17.2	105.5	24.3	101.7
NORTHERN ILL UNIVERSITY	32.5	106.9	26.3	106.0	20.6	101.0	14.5	89.0	25.1	103.7
GROUP MEDIAN	30.4		24.8		20.4		16.3			
GROUP 14										
U OF ILL CHICAGO CIRCLE	35.9	93.7	26.7	88.7	21.6	87.1	18.7	87.0	27.7	90.2
GROUP MEDIAN	38.3		30.1		24.9		21.5			
GROUP 16										
GOVERNORS STATE										
GROUP MEDIAN	28.5		23.7		20.1		16.7		25.0	106.9

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	37.8	100.9	26.7	96.0	22.9	99.6	20.1	109.2	31.0	99.4
GROUP MEDIAN	37.5		27.8		22.9		13.4			

COMPARISON OF 1970-71 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIV OF ILLINOIS-URBANA	22.2	100.0	16.1	95.8	13.1	96.3	10.6	102.9	17.3	98.3
GROUP MEDIAN	22.2		16.8		13.6		10.3			
GROUP V										
SO ILL U AT EDWARDSVILLE	19.5	96.1	16.0	98.8	13.4	101.5	10.4	100.0	14.7	98.7
UNIV OF ILLINOIS-CHICAGO CIRCLE	22.2	109.4	16.1	99.4	13.1	99.2	10.6	101.9	15.3	103.4
SO ILL UNIV AT CARBONDALE	20.9	103.0	16.3	100.6	13.6	103.0	10.2	98.1	14.8	101.4
NORTHERN ILLINOIS UNIV	21.1	103.9	17.0	104.9	13.3	100.8	9.5	91.3	15.5	102.0
ILLINOIS STATE UNIV	20.2	99.5	16.8	103.7	13.2	100.0	9.7	93.3	14.7	100.0
GROUP MEDIAN	20.3		16.2		13.2		10.4			
GROUP VII										
NORTHEASTERN ILLINOIS UNIV	19.9	107.6	15.5	104.0	12.7	101.6	10.4	100.0	14.5	103.6
CHICAGO STATE UNIV	18.6	100.5	14.7	98.7	11.7	93.6	9.2	88.5	13.0	95.6
WESTERN ILLINOIS UNIV	20.8	112.4	16.5	110.7	12.9	103.2	10.1	97.1	14.0	105.3
EASTERN ILL UNIV	20.2	109.2	16.6	111.4	12.9	103.2	10.0	96.2	14.7	105.8
GROUP MEDIAN	18.5		14.9		12.5		10.4			
GROUP VIII										
SANGAMON STATE UNIV	20.0	100.0	16.6	103.8	13.4	97.8			15.7	100.6
GROUP MEDIAN	20.0		16.0		13.7		10.1			
BIG TEN UNIVERSITIES										
UNIV OF ILLINOIS-URBANA	22.2	96.1	16.1	92.5	13.1	89.7	10.6	94.6	17.3	94.0
GROUP MEDIAN	23.1		17.4		14.6		11.2			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIVERSITY OF ILLINOIS-URBANA	27.1	98.2	19.2	94.6	16.0	95.9	11.8	84.3	21.6	96.4
GROUP MEDIAN	27.6		20.3		16.7		14.0			
GROUP III										
UNIVERSITY OF CHICAGO	31.9	112.7	21.9	110.1	17.3	109.1	14.2	112.7	25.3	111.5
NORTHWESTERN UNIVERSITY	30.5	107.8	21.0	105.5	16.6	103.8	13.5	107.1	23.6	106.3
GROUP MEDIAN	28.3		19.9		16.0		12.6			
GROUP V										
SOUTHERN ILLINOIS UNIV-CARBOND	24.0	97.2	18.5	95.4	15.4	97.5	12.4	93.9	18.4	96.8
NORTHERN ILLINOIS UNIVERSITY	24.6	99.6	19.7	101.5	15.7	99.4	11.6	87.9	19.2	99.5
ILLINOIS STATE UNIVERSITY	23.8	96.4	19.4	100.0	15.6	98.7	12.1	91.7	18.0	97.8
SO ILLINOIS UNIV AT EDWARDSVIL	22.9	92.7	18.5	95.4	15.4	97.5	12.7	96.2	18.1	95.1
UNIV OF ILLINOIS-CHICAGO CIRCL	26.1	105.7	19.8	102.1	15.8	100.0	13.5	102.3	19.3	102.7
GROUP MEDIAN	24.7		19.4		15.8		13.2			
GROUP VII										
WESTERN ILLINOIS UNIVERSITY	22.8	97.9	17.7	95.2	15.2	96.2	11.4	87.7	17.1	96.1
CHICAGO STATE UNIVERSITY	23.5	100.9	18.3	98.4	15.3	96.8	11.9	91.5	17.6	98.3
NORTHEASTERN ILLINOIS UNIVERSI	21.9	94.0	17.5	94.1	14.8	93.7	12.8	98.5	17.6	94.1
EASTERN ILLINOIS UNIVERSITY	22.4	96.1	18.3	98.4	14.6	92.4	11.4	87.7	17.8	95.2
GROUP MEDIAN	23.3		18.6		15.8		13.0			
GROUP VIII										
GOVERNORS STATE UNIVERSITY									18.4	100.0
SANGAMON STATE UNIVERSITY	23.7	99.2	19.4	99.0	15.8	97.5			18.4	98.4
GROUP MEDIAN	23.9		19.6		16.2		14.0			
BIG TEN UNIVERSITIES										
UNIVERSITY OF ILLINOIS-URBANA	27.1	98.2	19.2	91.4	16.0	92.5	11.8	84.3	21.6	95.2
GROUP MEDIAN	27.6		21.0		17.3		14.0			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS
AVERAGE COMPENSATION

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
U OF ILL URBANA CAMPUS	34.8	98.0	24.7	92.9	20.9	95.9	17.6	98.9	28.5	96.1
GROUP MEDIAN	35.5		26.6		21.8		17.8			
GROUP III										
UNIVERSITY OF CHICAGO	39.9	112.7	26.8	105.1	21.7	104.3	18.9	111.2	32.3	110.2
NORTHWESTERN UNIVERSITY	37.3	105.4	26.0	102.0	20.8	100.0	15.8	93.5	29.7	101.5
GROUP MEDIAN	35.4		25.5		20.9		16.9			
GROUP V										
NORTHERN ILLINOIS UNIVERSITY	30.3	96.5	24.4	99.2	19.3	95.1	14.1	84.4	23.4	95.9
ILLINOIS STATE UNIVERSITY	29.1	92.7	23.7	96.3	19.4	95.6	16.0	95.8	22.9	94.6
STHN ILLINOIS U EDWARDSVL	28.3	90.1	23.5	95.5	20.0	98.5	16.0	95.8	23.7	93.7
STHN ILLINOIS U CARBONDL	30.4	96.8	23.6	95.9	18.8	92.6	15.4	92.2	22.9	95.0
U OF ILL CHICAGO CIRCLE	33.5	106.7	24.7	100.4	20.2	99.5	17.3	103.6	25.7	102.4
GROUP MEDIAN	31.4		24.6		20.3		16.7			
GROUP VII										
WESTERN ILL UNIVERSITY	27.6	93.9	22.3	91.4	19.0	93.6	13.0	75.6	21.8	91.6
NTHESTN ILL UNIVERSITY	26.8	91.2	21.5	88.1	18.9	92.6	16.6	96.5	22.3	90.7
CHICAGO STATE UNIVERSITY	26.1	88.8	21.7	88.9	17.8	87.7	14.3	83.1	21.1	87.9
EASTERN ILLINOIS UNIVERSITY	27.2	92.5	22.1	90.6	17.8	87.7	14.3	83.1	21.6	90.0
GROUP MEDIAN	29.4		24.4		20.3		17.2			
GROUP VIII										
SANGAMON STATE UNIVERSITY	30.4	101.7	23.6	99.6	20.0	100.0			23.4	100.0
GOVERNORS STATE									22.9	97.0
GROUP MEDIAN	29.9		23.7		20.0		17.3			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	34.8	96.9	24.7	92.2	20.9	93.7	17.6	95.7	28.5	95.0
GROUP MEDIAN	35.9		26.8		22.3		18.4			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
U OF ILL URBANA CAMPUS	37.8	99.0	26.7	93.7	22.9	96.2	20.1	106.9	31.0	97.2
GROUP MEDIAN	38.2		28.5		23.7		18.8			
GROUP III										
UNIVERSITY OF CHICAGO	42.5	113.3	28.4	104.0	23.7	109.2	19.9	111.2	34.3	110.6
NORTHWESTERN UNIVERSITY	40.1	106.9	27.5	100.7	21.7	100.0	17.7	98.9	32.1	104.2
GROUP MEDIAN	37.5		27.3		21.7		17.9			
GROUP V										
NORTHERN ILL UNIVERSITY	32.5	94.5	26.3	98.5	20.6	94.1	14.5	81.0	25.1	94.4
ILLINOIS STATE UNIVERSITY	30.9	89.8	25.1	94.0	20.5	93.6	17.2	96.1	24.3	92.7
STHN ILLINOIS U CARBONDL	32.6	94.8	25.3	94.8	20.5	93.6	16.7	93.3	24.5	94.2
STHN ILLINOIS U EDWARDSVL	30.2	87.8	25.3	94.8	21.4	97.7	17.6	98.3	25.6	92.4
U OF ILL CHICAGO CIRCLE	35.9	104.4	26.7	100.0	21.6	98.6	18.7	104.5	27.7	101.5
GROUP MEDIAN	34.4		26.7		21.9		17.9			
GROUP VII										
WESTERN ILL UNIVERSITY	29.3	92.7	24.0	90.9	20.5	93.2	14.1	75.8	23.7	91.2
NTHESTN ILL UNIVERSITY	28.3	89.6	23.5	89.0	20.2	91.8	17.9	96.2	24.0	90.2
CHICAGO STATE UNIVERSITY	27.4	86.7	23.2	87.9	18.9	85.9	15.2	81.7	22.7	86.6
EASTERN ILL UNIVERSITY	29.4	93.0	23.7	89.8	19.6	89.1	15.5	83.3	23.3	90.3
GROUP MEDIAN	31.6		26.4		22.0		18.6			
GROUP VIII										
GOVERNORS STATE									25.0	98.8
SANGAMON STATE UNIVERSITY	31.6	100.0	25.6	100.4	21.7	101.9			25.0	100.9
GROUP MEDIAN	31.6		25.5		21.3		19.1			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	37.8	97.4	26.7	92.7	22.9	95.4	20.1	104.7	31.0	96.0
GROUP MEDIAN	38.8		28.9		23.9		19.2			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1970-71 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIV OF ILLINOIS-URBANA	22.2	102.3	16.1	101.3	13.1	102.0	10.6	102.9	17.3	101.8
GROUP MEDIAN	21.7		15.9		13.1		10.3			
GROUP V										
SO ILL U AT EDWARDSVILLE	19.5	100.0	16.0	106.0	13.4	105.5	10.4	105.1	14.7	104.3
UNIV OF ILLINOIS-CHICAGO CIRCLE	22.2	113.8	16.1	106.6	13.1	103.1	10.6	107.1	15.3	108.5
SO ILL UNIV AT CARBONDALE	20.9	107.2	15.3	107.9	13.6	107.1	10.2	103.0	14.8	106.5
NORTHERN ILLINOIS UNIV	21.1	108.2	17.0	112.6	13.3	104.7	9.5	96.0	15.5	106.9
ILLINOIS STATE UNIV	20.2	103.6	15.8	111.3	13.2	103.9	9.7	98.0	14.7	105.0
GROUP MEDIAN	19.5		15.1		12.7		9.9			
GROUP VII										
NORTHEASTERN ILLINOIS UNIV	19.9	113.7	15.5	106.9	12.7	104.1	10.4	106.1	14.5	107.4
CHICAGO STATE UNIV	19.6	106.3	14.7	101.4	11.7	95.9	9.2	93.9	13.0	99.3
WESTERN ILLINOIS UNIV	20.8	118.9	16.5	113.8	12.9	105.7	10.1	103.1	14.9	109.4
EASTERN ILL UNIV	20.2	115.4	16.6	114.5	12.9	105.7	10.0	102.0	14.7	109.7
GROUP MEDIAN	17.5		14.5		12.2		9.8			
GROUP VIII										
SANGAMON STATE UNIV	20.0	110.5	16.6	116.1	13.4	106.3			15.7	111.1
GROUP MEDIAN	18.1		14.3		12.6		9.0			
BIG TEN UNIVERSITIES										
UNIV OF ILLINOIS-URBANA	22.2	99.6	16.1	96.4	13.1	94.2	10.6	99.1	17.3	97.7
GROUP MEDIAN	22.3		16.7		13.9		10.7			

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

DAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIVERSITY OF ILLINOIS-URBANA	27.1	101.5	19.2	97.5	16.0	97.6	11.8	95.2	21.5	99.5
GROUP MEDIAN	26.7		19.7		16.4		12.4			
GROUP III										
UNIVERSITY OF CHICAGO	31.9	105.3	21.9	104.8	17.3	108.1	14.2	114.5	25.3	105.9
NORTHWESTERN UNIVERSITY	30.5	100.7	21.0	100.5	16.6	103.8	13.5	108.9	23.6	101.3
GROUP MEDIAN	30.3		20.9		16.0		12.4			
GROUP V										
SOUTHERN ILLINOIS UNIV-CARBOND	24.0	100.0	18.5	98.9	15.4	99.4	12.4	98.4	19.4	99.5
NORTHERN ILLINOIS UNIVERSITY	24.6	102.5	19.7	105.3	15.7	101.3	11.6	92.1	19.2	102.1
ILLINOIS STATE UNIVERSITY	23.8	99.2	19.4	103.7	15.6	100.6	12.1	96.0	18.9	100.6
SO ILLINOIS UNIV AT EDWARDSVIL	22.9	95.4	18.5	98.9	15.4	99.4	12.7	100.8	18.1	98.4
UNIV OF ILLINOIS-CHICAGO CIRCL	26.1	108.8	19.8	105.9	15.8	101.9	13.5	107.1	19.3	105.5
GROUP MEDIAN	24.0		18.7		15.5		12.6			
GROUP VII										
WESTERN ILLINOIS UNIVERSITY	22.8	103.6	17.7	99.4	15.2	102.0	11.4	92.7	17.1	101.2
CHICAGO STATE UNIVERSITY	23.5	106.8	18.3	102.8	15.3	102.7	11.9	96.7	17.6	103.5
NORTHEASTERN ILLINOIS UNIVERSI	21.9	99.5	17.5	98.3	14.9	99.3	12.8	104.1	17.6	98.9
EASTERN ILLINOIS UNIVERSITY	22.4	101.8	18.3	102.9	14.6	98.0	11.4	92.7	17.8	100.6
GROUP MEDIAN	22.0		17.8		14.9		12.3			
GROUP VIII										
GOVERNORS STATE UNIVERSITY									18.4	106.4
SANGAMON STATE UNIVERSITY	23.7	109.2	19.4	107.2	15.8	102.6			19.4	105.7
GROUP MEDIAN	21.7		18.1		15.4		13.1			
BIG TEN UNIVERSITIES										
UNIVERSITY OF ILLINOIS-URBANA	27.1	101.1	19.2	97.9	16.0	97.6	11.8	86.8	21.6	99.1
GROUP MEDIAN	26.8		19.8		15.4		13.6			

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

MAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
U OF ILL URBANA CAMPUS	34.8	101.5	24.7	97.2	20.9	100.5	17.6	103.5	28.5	100.0
GROUP MEDIAN	34.3		25.4		20.8		17.0			
GROUP III										
UNIVERSITY OF CHICAGO	39.9	107.0	26.8	103.5	21.7	106.4	18.8	113.9	32.3	106.6
NORTHWESTERN UNIVERSITY	37.3	100.0	26.0	100.4	20.8	102.0	15.9	95.8	29.7	100.3
GROUP MEDIAN	37.3		25.9		20.4		16.5			
GROUP V										
NORTHERN ILLINOIS UNIVERSITY	30.3	100.0	24.4	103.4	19.3	99.0	14.1	90.4	23.4	100.0
ILLINOIS STATE UNIVERSITY	29.1	96.0	23.7	100.4	19.4	99.5	16.0	102.6	22.9	98.3
SIUC ILLINOIS U EDWARDSVL	28.3	93.4	23.5	99.6	20.0	102.6	15.0	102.6	23.7	97.5
SIUC ILLINOIS U CARBONDL	30.4	100.3	23.6	100.0	18.8	96.4	15.4	98.7	22.9	99.1
U OF ILL CHICAGO CIRCLE	33.5	110.6	24.7	104.7	20.2	103.6	17.3	110.9	25.7	106.6
GROUP MEDIAN	30.3		23.6		19.5		15.6			
GROUP VII										
WESTERN ILL UNIVERSITY	27.6	99.3	22.3	96.5	19.0	95.5	13.0	79.3	21.8	96.0
NTHRSTN ILL UNIVERSITY	26.8	96.4	21.5	93.1	18.8	94.5	16.6	101.2	22.3	98.2
CHICAGO STATE UNIVERSITY	26.1	93.9	21.7	93.9	17.8	89.4	14.3	87.2	21.1	93.1
EASTERN ILLINOIS UNIVERSITY	27.2	97.8	22.1	95.7	17.8	89.4	14.3	87.2	21.6	95.2
GROUP MEDIAN	27.8		23.1		19.9		16.4			
GROUP VIII										
SANGAMON STATE UNIVERSITY	30.4	109.0	23.6	103.1	20.0	104.2			23.4	104.5
GOVERNORS STATE									22.9	102.7
GROUP MEDIAN	27.9		22.9		19.2		15.5			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	34.8	100.0	24.7	95.0	20.9	99.6	17.6	109.0	28.5	98.3
GROUP MEDIAN	34.8		26.0		21.2		17.6			

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
U OF ILL URBANA CAMPUS	37.9	101.3	26.7	95.7	22.9	101.8	20.1	112.3	31.0	103.0
GROUP MEDIAN	37.3		27.9		22.4		17.9			
GROUP III										
UNIVERSITY OF CHICAGO	42.5	106.0	29.4	104.0	23.7	104.2	19.9	113.1	34.3	105.9
NORTHWESTERN UNIVERSITY	40.1	100.0	27.5	100.7	21.7	99.1	17.7	100.6	32.1	103.1
GROUP MEDIAN	40.1		27.3		21.9		17.6			
GROUP V										
NORTHERN ILL UNIVERSITY	32.5	100.3	26.3	104.0	20.6	98.1	14.5	85.3	25.1	99.5
ILLINOIS STATE UNIVERSITY	30.9	95.4	25.1	99.2	20.5	97.6	17.2	101.2	24.3	97.6
SOUTHERN ILLINOIS U CARBONDL	32.6	100.6	25.3	100.0	20.5	97.6	16.7	98.2	24.5	99.6
SOUTHERN ILLINOIS U EDWARDSVL	30.2	93.2	25.3	100.0	21.4	101.9	17.6	103.5	25.6	97.3
U OF ILL CHICAGO CIRCLE	35.9	110.8	26.7	105.5	21.6	102.9	18.7	110.0	27.7	106.9
GROUP MEDIAN	32.4		25.3		21.0		17.0			
GROUP VII										
WESTERN ILL UNIVERSITY	29.3	98.3	24.0	96.8	20.5	96.2	14.1	80.6	23.7	96.3
NORTHERN ILL UNIVERSITY	29.3	95.0	23.5	94.8	20.2	94.8	17.9	102.3	24.0	95.2
CHICAGO STATE UNIVERSITY	27.4	91.9	23.2	93.5	18.9	88.7	15.2	86.9	22.7	91.2
EASTERN ILL UNIVERSITY	29.4	98.7	23.7	95.6	19.6	92.0	15.5	88.6	23.3	95.1
GROUP MEDIAN	29.8		24.8		21.3		17.5			
GROUP VIII										
GOVERNORS STATE									25.0	105.5
SANGAMON STATE UNIVERSITY	31.6	107.5	25.6	108.0	21.7	108.0			25.3	107.8
GROUP MEDIAN	29.4		23.7		20.1		15.8			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	37.9	100.5	26.7	95.7	22.3	93.6	20.1	108.1	31.0	99.0
GROUP MEDIAN	37.6		27.9		22.9		19.5			

TABLE A-5

ALL RANK* AVERAGE SALARY AS A PERCENTAGE OF 1980 COMPARISON GROUP MEDIAN

	FY1971		FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Cluster Group 1								
Eastern Illinois University	106.7%	108.3%	95.1%	91.4%	91.5%	91.0%	92.2%	92.5%
Cluster Group 6								
Sangamon State University	105.9	109.1	100.6	105.1	100.0	106.3	99.1	107.0
Cluster Group 7								
Western Illinois University	108.2	104.3	96.3	92.9	98.5	96.0	95.8	94.5
Northeastern Illinois University	104.3	100.7	94.1	90.9	96.5	94.2	94.1	92.8
Chicago State University	97.1	93.6	99.4	95.4	94.5	92.2	90.3	89.1
Southern Illinois University-Edwardsville	105.3	101.4	98.2	94.9	102.5	100.0	100.5	99.1
Cluster Group 11								
Southern Illinois University-Carbondale	94.1	104.4	89.9	98.2	89.2	97.1	90.2	98.1
Cluster Group 12								
Illinois State University	99.1	137.6	97.9	103.8	93.8	101.6	94.6	101.9
Northern Illinois University	100.7	139.8	98.2	105.0	90.1	97.4	96.4	103.8
Cluster Group 14								
University of Illinois-Chicago Circle	112.6	107.8	106.5	101.7	112.5	107.7	103.9	99.6
Cluster Group 16								
Governors State University	NR	NR	97.6	95.1	100.9	110.4	100.0	101.4
Cluster Group 17								
University of Illinois-Urbana/Champaign	98.2	101.9	98.5	103.2	98.0	102.9	98.5	102.7
Weighted Average**	101.7%	104.7%	97.5%	100.0%	97.0%	100.1%	96.6%	99.6%

* For FY1971, FY1975, and FY1979, the FY1980 faculty mix was used to calculate all rank average salary and median.

** Weighted by number of full-time faculty in 1980.

NR = No Report

TABLE A-6

ALL RANKS* AVERAGE SALARY AS A PERCENTAGE OF BAZZANI GROUP AND BIG TEN MEDIANS

	FY1971		FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Bazzani Group 2								
University of Illinois-Urbana/ Champaign	99.4%	101.2%	100.9%	102.1%	101.6%	104.6%	101.5%	103.9%
Bazzani Group 5								
Illinois State University	100.0	105.2	98.2	101.2	94.7	98.0	94.2	97.1
Northern Illinois University	101.4	106.6	98.8	102.4	91.0	94.1	95.6	99.5
Southern Illinois University-Carbondale	101.4	106.7	96.4	100.0	96.6	100.0	95.9	100.0
Southern Illinois University-Edwardsville	97.1	102.1	94.4	97.7	95.4	98.1	94.1	97.4
University of Illinois-Chicago Circle	102.7	107.8	102.9	106.5	104.2	107.7	103.0	106.7
Bazzani Group 7								
Eastern Illinois University	104.4	109.2	95.1	99.4	92.6	96.4	93.1	97.6
Northeastern Illinois University	102.1	106.7	94.1	98.8	93.8	97.5	92.8	96.7
Chicago State University	94.3	99.2	98.3	103.1	91.3	95.4	88.7	92.9
Western Illinois University	105.1	110.7	96.3	100.6	95.1	99.0	94.0	98.1
Bazzani Group 8								
Sangamon State University	96.6	102.6	91.2	100.6	96.2	106.3	96.0	107.5
Governors State University	NR	NR	93.1	98.8	93.1	102.6	95.2	104.8
Weighted Average**	100.8%	105.1%	98.0%	101.5%	97.0%	100.5%	97.0%	100.3%
Big Ten Universities								
University of Illinois-Urbana/ Champaign	96.5%	100.6%	98.5%	102.6%	98.8%	102.0%	98.9%	102.1%

* For FY1971, FY1975, and FY1979, the FY1980 faculty mix was used to calculate all rank average salary and median.

** Weighted by number of full-time faculty in 1980.

NR = No Report

A-7 Tables

Institutional Average Salary Detail

For historical years (1971, 1975, and 1979), the all rank average salary data and all rank indices are not the same as data presented in the summary tables due to differences in the faculty rank composition from year-to-year. The over time comparison tables use the mix of full-time faculty among ranks in FY1980 to calculate all rank averages for all years.

COMPARISON OF 1970-71 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL UNIV	18.2	108.3	15.0	111.1	11.6	102.7	9.0	97.8	13.3	105.6
GROUP MEDIAN	16.8		13.5		11.3		9.2			
GROUP 06										
SANGAMON STATE UNIV	18.2	105.2	15.0	107.9	12.1	102.5			14.2	105.2
GROUP MEDIAN	17.3		13.9		11.8		9.4			
GROUP 07										
WESTERN ILLINOIS UNIV	18.7	110.0	14.9	110.4	11.6	106.4	9.1	100.0	12.6	106.8
SO ILL U AT EDWARDSVILLE	17.6	103.5	14.4	106.7	12.1	111.0	9.4	103.3	13.2	105.6
CHICAGO STATE UNIV	16.8	98.8	13.2	97.8	10.5	96.3	8.3	91.2	11.7	96.7
NORTHEASTERN ILLINOIS UNIV	17.9	105.3	14.0	103.7	11.4	104.6	9.3	102.2	13.1	104.8
GROUP MEDIAN	17.0		13.5		10.9		9.1			
GROUP 11										
SO ILL UNIV AT CARBONDALE	18.8	92.2	14.7	93.6	12.3	95.3	9.2	96.8	13.4	94.4
GROUP MEDIAN	20.4		15.7		12.9		9.5			
GROUP 12										
NORTHERN ILLINOIS UNIV	19.0	103.8	15.3	103.4	12.0	97.6	8.5	88.5	13.9	100.0
ILLINOIS STATE UNIV	18.2	99.5	15.1	102.0	11.9	96.7	8.7	90.6	13.2	97.8
GROUP MEDIAN	18.3		14.8		12.3		9.6			
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCLE	20.0	115.6	14.5	110.7	11.8	111.3	9.5	102.2	13.7	110.5
GROUP MEDIAN	17.3		13.1		10.6		9.3			
GROUP 17										
UNIV OF ILLINOIS-URBANA	20.0	100.0	14.5	98.6	11.8	94.4	9.5	100.0	15.6	98.7
GROUP MEDIAN	20.0		14.7		12.5		9.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILLINOIS UNIVERSITY	19.8	94.3	16.2	99.4	12.9	95.6	10.0	88.5	15.7	95.7
GROUP MEDIAN	21.0		16.3		13.5		11.3			
GROUP 06										
SANGAMON STATE UNIVERSITY	21.0	101.9	17.2	100.6	14.0	100.0			16.3	100.6
GROUP MEDIAN	20.6		17.1		14.0		11.2			
GROUP 07										
WESTERN ILLINOIS UNIVERSITY	20.2	96.2	15.7	95.7	13.3	100.0	10.0	90.1	15.0	96.8
SO ILLINOIS UNIV AT EDWARDSVIL	20.3	96.7	16.4	100.0	13.5	101.5	11.1	100.0	15.9	98.9
NORTHEASTERN ILLINOIS UNIVERSI	19.4	92.4	15.5	94.5	13.0	97.7	11.2	100.9	15.5	95.1
CHICAGO STATE UNIVERSITY	20.9	99.0	16.1	98.2	13.4	100.8	10.3	92.8	15.4	98.7
GROUP MEDIAN	21.0		16.4		13.3		11.1			
GROUP 11										
SOUTHERN ILLINOIS UNIV-CARBOND	21.2	89.1	16.4	89.6	13.5	89.4	10.9	94.0	16.2	99.5
GROUP MEDIAN	23.8		18.3		15.1		11.6			
GROUP 12										
ILLINOIS STATE UNIVERSITY	21.1	96.9	17.2	98.9	13.9	96.5	10.6	93.8	15.9	97.0
NORTHERN ILLINOIS UNIVERSITY	21.8	100.0	17.4	100.0	13.9	96.5	10.2	90.3	17.0	98.8
GROUP MEDIAN	21.8		17.4		14.3		11.3			
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCL	23.1	106.5	17.5	108.0	14.0	104.5	11.9	103.5	17.1	106.2
GROUP MEDIAN	21.7		16.2		13.4		11.4			
GROUP 16										
GOVERNORS STATE UNIVERSITY									16.3	101.2
GROUP MEDIAN	22.0		17.9		14.7		12.2			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
UNIVERSITY OF ILLINOIS-URBANA	24.0	100.4	17.0	95.5	14.2	97.9	12.4	90.4	19.1	99.5
GROUP MEDIAN	23.9		17.8		14.5		11.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 33										
EASTERN ILLINOIS UNIVERSITY	23.8	95.2	19.4	97.5	15.4	91.7	12.2	84.1	18.9	94.3
GROUP MEDIAN	25.0		19.9		16.8		14.5			
GROUP 36										
SANGAMON STATE UNIVERSITY	26.6	103.9	20.5	99.6	17.3	100.9			20.3	100.0
GROUP MEDIAN	25.6		20.8		17.3		14.5			
GROUP 37										
WESTERN ILL UNIVERSITY	24.2	97.2	19.4	99.0	16.5	101.9	11.4	85.7	19.0	97.9
SOUTHERN ILLINOIS U EDWARDSVL	24.8	99.6	20.5	104.6	17.4	107.4	13.9	103.8	20.7	103.1
CHICAGO STATE UNIVERSITY	22.9	92.0	19.0	96.9	15.5	95.7	12.3	92.5	18.5	94.6
NORTHEASTERN ILL UNIVERSITY	23.5	94.4	18.7	95.4	16.3	100.6	14.3	107.5	19.5	96.9
GROUP MEDIAN	24.9		19.6		16.2		13.3			
GROUP 11										
SOUTHERN ILLINOIS U CARBONDL	26.7	89.0	20.6	90.4	16.3	98.1	13.3	88.1	19.9	88.8
GROUP MEDIAN	30.0		22.8		18.5		15.1			
GROUP 12										
ILLINOIS STATE UNIVERSITY	25.1	93.3	20.3	94.4	16.5	94.3	13.7	94.5	19.7	94.3
NORTHERN ILLINOIS UNIVERSITY	26.4	98.1	16.7	77.7	12.1	69.1	29.3	140.0	18.7	88.6
GROUP MEDIAN	26.9		21.5		17.5		14.5			
GROUP 14										
U OF ILL CHICAGO CIRCLE	29.3	116.3	21.5	110.8	17.4	109.8	15.9	107.1	22.4	112.4
GROUP MEDIAN	25.2		19.4		16.0		14.9			
GROUP 16										
GOVERNORS STATE									20.1	100.0
GROUP MEDIAN	24.6		19.9		16.7		13.1			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	30.4	99.3	21.5	95.1	18.1	97.8	15.2	100.0	24.9	98.0
GROUP MEDIAN	30.6		22.6		18.5		15.2			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 33										
EASTERN ILL UNIVERSITY	25.5	92.7	20.5	93.2	16.9	92.9	13.2	84.1	20.2	92.2
GROUP MEDIAN	27.5		22.0		18.2		15.7			
GROUP 06										
SANGAMON STATE UNIVERSITY	27.3	100.7	22.0	98.2	18.5	98.4			21.5	99.1
GROUP MEDIAN	27.1		22.4		19.8		15.7			
GROUP 07										
WESTERN ILL UNIVERSITY	25.4	95.1	20.8	96.3	17.7	97.8	12.0	83.9	20.5	95.8
STHN. ILLINOIS U EDWARDSVL	26.3	98.5	21.9	101.4	18.5	102.2	15.1	105.6	22.2	100.5
CHICAGO STATE UNIVERSITY	23.8	89.1	20.0	92.6	16.2	89.5	13.0	90.9	19.6	90.3
NORTHERN ILL UNIVERSITY	24.6	92.1	20.3	94.0	17.4	96.1	15.4	107.7	20.7	94.1
GROUP MEDIAN	26.7		21.6		18.1		14.3			
GROUP 11										
STHN ILLINOIS U CARBONDL	28.4	89.3	22.0	92.4	17.6	89.8	14.3	90.5	21.2	90.2
GROUP MEDIAN	31.8		23.8		19.6		15.8			
GROUP 12										
ILLINOIS STATE UNIVERSITY	26.8	93.4	21.7	95.2	17.7	94.7	14.7	95.5	21.0	94.5
NORTHERN ILL UNIVERSITY	28.3	98.6	22.8	100.0	17.7	94.7	12.3	79.9	21.7	96.4
GROUP MEDIAN	28.7		22.8		18.7		15.4			
GROUP 14										
U OF ILL CHICAGO CIRCLE	31.1	107.6	23.0	102.7	18.5	101.1	16.0	100.0	23.9	103.9
GROUP MEDIAN	28.9		22.4		18.3		16.0			
GROUP 16										
GOVERNORS STATE									21.7	100.0
GROUP MEDIAN	27.1		22.2		19.9		15.2			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 SALARY AT U OF ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	32.7	99.7	22.9	95.4	19.5	99.5	17.1	107.5	26.7	98.5
GROUP MEDIAN	32.8		24.0		19.5		15.9			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1970-71 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL UNIV	19.2	110.3	15.0	111.9	11.6	105.5	9.0	100.0	13.3	108.1
GROUP MEDIAN	16.5		13.4		11.0		9.0			
GROUP 06										
SANGAMON STATE UNIV	18.2	111.7	15.0	110.3	12.1	105.2			14.2	109.4
GROUP MEDIAN	16.3		13.6		11.5		9.2			
GROUP 07										
WESTERN ILLINOIS UNIV	18.7	105.6	14.9	106.4	11.6	101.8	9.1	97.8	12.6	102.4
SO ILL U AT EDWARDSVILLE	17.6	99.4	14.4	102.9	12.1	106.1	9.4	101.1	13.2	102.3
CHICAGO STATE UNIV	16.8	94.9	13.2	94.3	10.5	92.1	8.3	89.2	11.7	90.9
NORTHEASTERN ILLINOIS UNIV	17.9	101.1	14.0	100.0	11.4	100.0	9.3	100.0	13.1	100.9
GROUP MEDIAN	17.7		14.0		11.4		9.3			
GROUP 11										
SO ILL UNIV AT CARBONDALE	18.8	103.3	14.7	103.5	12.3	105.1	9.2	103.4	13.4	103.2
GROUP MEDIAN	18.2		14.2		11.7		8.9			
GROUP 12										
NORTHERN ILLINOIS UNIV	19.0	113.1	15.3	112.5	12.0	106.2	9.5	96.6	13.9	109.6
ILLINOIS STATE UNIV	18.2	108.3	15.1	111.0	11.9	105.3	8.7	98.9	13.2	106.5
GROUP MEDIAN	16.8		13.6		11.3		8.9			
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCLE	20.0	110.5	14.5	106.6	11.9	107.3	9.5	99.0	13.7	106.2
GROUP MEDIAN	18.1		13.6		11.0		9.6			
GROUP 17										
UNIV OF ILLINOIS-URBANA	20.0	103.6	14.5	100.7	11.8	99.2	9.5	103.3	15.6	102.0
GROUP MEDIAN	19.2		14.4		11.9		9.2			

COMPARISON OF 1975-76 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 13										
EASTERN ILLINOIS UNIVERSITY	19.9	92.5	16.2	97.0	12.9	93.5	10.0	88.5	15.7	94.0
GROUP MEDIAN	21.4		16.7		13.9		11.3			
GROUP 06										
SANGAMON STATE UNIVERSITY	21.0	104.5	17.2	106.8	14.0	102.9			16.1	105.2
GROUP MEDIAN	20.1		16.1		13.6		11.3			
GROUP 07										
WESTERN ILLINOIS UNIVERSITY	20.2	93.1	15.7	92.9	13.3	95.7	10.0	85.5	15.0	93.2
SO ILLINOIS UNIV AT EDWARDSVIL	20.3	93.5	16.4	97.0	13.5	97.1	11.1	96.9	15.9	99.2
NORTHEASTERN ILLINOIS UNIVERSI	19.4	89.4	15.5	91.7	13.0	93.5	11.2	95.7	15.6	91.8
CHICAGO STATE UNIVERSITY	20.8	95.9	16.1	95.3	13.4	96.4	10.3	88.0	15.4	95.1
GROUP MEDIAN	21.7		16.9		13.9		11.7			
GROUP 11										
SOUTHERN ILLINOIS UNIV-CARBOND	21.2	97.7	16.4	98.2	13.5	97.8	10.9	103.9	16.2	98.1
GROUP MEDIAN	21.7		16.7		13.8		10.8			
GROUP 12										
ILLINOIS STATE UNIVERSITY	21.1	102.9	17.2	106.2	13.8	103.0	10.6	101.0	15.9	103.2
NORTHERN ILLINOIS UNIVERSITY	21.8	106.3	17.4	107.4	13.3	103.0	10.2	97.1	17.0	105.6
GROUP MEDIAN	20.5		16.2		13.4		10.5			
GROUP 14										
UNIV OF ILLINOIS-CHICAGO CIRCL	23.1	102.2	17.5	102.9	14.0	100.0	11.8	100.0	17.1	101.9
GROUP MEDIAN	22.6		17.0		14.0		11.8			
GROUP 16										
GOVERNORS STATE UNIVERSITY									16.3	97.0
GROUP MEDIAN	23.0		18.6		15.4		12.9			

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
UNIVERSITY OF ILLINOIS-URBANA	24.0	104.3	17.0	101.8	14.2	102.9	13.4	94.5	19.1	101.2
GROUP MEDIAN	23.0		16.7		13.8		11.0			

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 05										
EASTERN ILLINOIS UNIVERSITY	23.8	94.4	19.4	95.6	15.4	91.7	12.2	86.5	18.9	93.6
GROUP MEDIAN	25.2		20.3		16.8		14.1			
GROUP 06										
SANGAMON STATE UNIVERSITY	26.6	110.4	20.5	104.6	17.1	105.5			20.3	105.7
GROUP MEDIAN	24.1		19.6		16.4		13.6			
GROUP 07										
WESTERN ILL UNIVERSITY	24.2	94.9	19.4	95.0	16.5	103.0	11.4	82.6	19.0	95.5
STHN ILLINOIS U EDWARDSVL	24.9	97.3	20.5	101.5	17.4	105.5	13.8	100.0	20.7	103.1
CHICAGO STATE UNIVERSITY	22.9	89.4	19.0	94.1	15.5	93.9	12.3	89.1	18.5	92.0
NORTHERN ILL UNIVERSITY	23.5	92.2	18.7	92.6	16.3	98.8	14.3	103.6	19.5	96.2
GROUP MEDIAN	25.5		20.2		16.5		13.9			
GROUP 11										
STHN ILLINOIS U CARBONDL	26.7	96.7	20.6	98.1	16.3	95.9	13.3	98.5	19.9	96.6
GROUP MEDIAN	27.6		21.0		17.0		13.5			
GROUP 12										
ILLINOIS STATE UNIVERSITY	25.1	100.4	20.3	102.0	16.5	101.2	13.7	104.6	19.7	101.5
NORTHERN ILLINOIS UNIVERSITY	26.4	105.6	16.7	83.9	12.1	74.2	20.3	155.0	14.7	75.9
GROUP MEDIAN	25.0		19.9		16.3		13.1			
GROUP 14										
U OF ILL CHICAGO CIRCLE	29.3	111.4	21.5	105.9	17.4	103.6	13.9	102.4	22.4	107.7
GROUP MEDIAN	26.3		20.3		16.9		14.5			
GROUP 16										
GOVERNORS STATE									20.1	111.7
GROUP MEDIAN	23.0		19.6		15.7		13.7			

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	30.4	104.1	21.5	100.0	19.1	102.8	15.2	104.8	24.7	102.9
GROUP MEDIAN	29.2		21.5		17.6		14.5			

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 03										
EASTERN ILL UNIVERSITY	25.5	92.1	20.5	93.2	16.9	93.3	13.2	90.4	20.2	92.2
GROUP MEDIAN	27.7		22.0		18.3		14.6			
GROUP 06										
SANGAMON STATE UNIVERSITY	27.3	105.2	22.0	106.9	18.5	106.9			21.5	107.1
GROUP MEDIAN	25.7		20.6		17.3		14.2			
GROUP 07										
WESTERN ILL UNIVERSITY	25.4	94.1	20.8	95.0	17.7	96.2	12.0	81.6	20.5	94.5
SOUTHERN ILLINOIS U EDWARDSVL	26.3	97.4	21.9	100.0	18.5	101.1	15.1	102.7	22.2	99.1
CHICAGO STATE UNIVERSITY	23.8	88.1	20.0	91.3	16.2	88.5	13.0	88.4	19.6	99.1
NORTHERN ILL UNIVERSITY	24.6	91.1	20.3	92.7	17.4	95.1	15.4	104.8	20.7	92.8
GROUP MEDIAN	27.0		21.9		18.3		14.7			
GROUP 11										
SOUTHERN ILLINOIS U CARBONDL	28.4	97.3	22.0	99.1	17.6	97.8	14.3	100.7	21.2	99.1
GROUP MEDIAN	29.2		22.2		18.0		14.2			
GROUP 12										
ILLINOIS STATE UNIVERSITY	26.8	100.8	21.7	101.9	17.7	101.1	14.7	107.3	21.0	101.9
NORTHERN ILL UNIVERSITY	28.3	106.4	22.8	107.0	17.7	101.1	12.3	89.8	21.7	103.8
GROUP MEDIAN	26.6		21.3		17.5		13.7			
GROUP 14										
U OF ILL CHICAGO CIRCLE	31.1	102.6	23.0	98.3	18.5	96.9	15.9	96.4	23.9	99.6
GROUP MEDIAN	30.3		23.4		19.1		16.6			
GROUP 16										
GOVERNORS STATE									21.7	101.4
GROUP MEDIAN	25.4		21.0		17.8		15.7			

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 17										
U OF ILL URBANA CAMPUS	32.7	103.5	22.9	99.6	19.5	103.7	17.1	115.5	26.7	102.7
GROUP MEDIAN	31.6		23.0		18.8		14.8			

COMPARISON OF 1970-71 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIV OF ILLINOIS-URBANA	20.0	100.5	14.5	99.3	11.8	95.9	9.5	102.2	15.6	99.4
GROUP MEDIAN	19.9		14.6		12.3		9.3			
GROUP V										
SO ILL U AT EDWARDSVILLE	17.6	94.6	14.4	99.3	12.1	100.8	9.4	100.0	13.2	97.9
UNIV OF ILLINOIS-CHICAGO CIRCLE	20.0	107.5	14.5	100.0	11.8	98.3	9.5	101.1	13.7	101.5
SO ILL UNIV AT CARBONDALE	18.8	101.1	14.7	101.4	12.3	102.5	9.2	97.9	13.4	101.5
NORTHERN ILLINOIS UNIV	19.0	102.2	15.3	105.5	12.0	100.0	8.5	90.4	13.9	100.7
ILLINOIS STATE UNIV	18.2	97.8	15.1	104.1	11.9	99.2	8.7	92.6	13.2	99.2
GROUP MEDIAN	18.6		14.5		12.0		9.4			
GROUP V.I										
NORTHEASTERN ILLINOIS UNIV	17.9	104.1	14.0	100.7	11.4	99.1	9.3	97.9	13.1	100.8
CHICAGO STATE UNIV	16.8	97.7	13.2	95.0	10.5	91.3	8.3	87.4	11.7	92.9
WESTERN ILLINOIS UNIV	18.7	108.7	14.9	107.2	11.6	100.9	9.1	95.8	12.6	102.4
EASTERN ILL UNIV	18.2	105.8	15.0	107.9	11.6	100.9	9.0	94.7	13.3	103.1
GROUP MEDIAN	17.2		13.9		11.5		9.5			
GROUP VIII										
SANGAMON STATE UNIV	18.2	96.8	15.0	97.4	12.1	95.3			14.2	96.6
GROUP MEDIAN	18.8		15.4		12.7		10.1			
BIG TEN UNIVERSITIES										
UNIV OF ILLINOIS-URBANA	20.0	97.6	14.5	96.7	11.8	94.4	9.5	99.0	15.6	96.9
GROUP MEDIAN	20.5		15.0		12.5		9.6			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIVERSITY OF ILLINOIS-URBANA	24.0	100.4	17.0	98.8	14.2	100.0	10.4	89.7	19.1	99.5
GROUP MEDIAN	23.9		17.2		14.2		11.6			
GROUP III										
UNIVERSITY OF CHICAGO	27.3	113.8	18.7	109.4	14.8	100.8	12.1	111.0	21.7	112.4
NORTHWESTERN UNIVERSITY	26.8	111.7	18.3	107.0	14.3	105.1	11.5	105.5	20.6	109.0
GROUP MEDIAN	24.0		17.1		13.6		10.9			
GROUP V										
SOUTHERN ILLINOIS UNIV-CARBOND	21.2	97.2	16.4	95.3	13.5	96.4	10.9	95.6	16.2	96.4
NORTHERN ILLINOIS UNIVERSITY	21.8	100.0	17.4	101.2	13.8	98.6	10.2	89.5	17.0	99.4
ILLINOIS STATE UNIVERSITY	21.1	96.8	17.2	100.0	13.8	98.6	10.6	93.0	15.9	97.5
SO ILLINOIS UNIV AT EDWARDSVIL	20.3	93.1	16.4	95.3	13.5	96.4	11.1	97.4	15.9	94.6
UNIV OF ILLINOIS-CHICAGO CIRCL	23.1	106.0	17.5	101.7	14.0	100.0	11.8	103.5	17.1	103.0
GROUP MEDIAN	21.8		17.2		14.0		11.4			
GROUP VII										
WESTERN ILLINOIS UNIVERSITY	20.2	97.6	15.7	96.9	13.3	96.4	10.0	86.2	15.0	95.5
CHICAGO STATE UNIVERSITY	20.8	100.5	16.1	99.4	13.4	97.1	10.3	88.7	15.4	98.1
NORTHEASTERN ILLINOIS UNIVERSI	19.4	93.7	15.5	95.7	13.0	94.2	11.2	96.6	15.6	94.5
EASTERN ILLINOIS UNIVERSITY	19.8	95.7	16.2	100.0	12.9	93.5	10.0	86.2	15.7	95.7
GROUP MEDIAN	20.7		16.2		13.8		11.6			
GROUP VIII										
GOVERNORS STATE UNIVERSITY									16.3	90.6
SANGAMON STATE UNIVERSITY	21.0	90.9	17.2	92.0	14.0	90.9			16.3	91.6
GROUP MEDIAN	23.1		18.7		15.4		13.3			
BIG TEN UNIVERSITIES										
UNIVERSITY OF ILLINOIS-URBANA	24.0	100.4	17.0	95.5	14.2	97.9	10.4	90.4	19.1	98.5
GROUP MEDIAN	23.9		17.8		14.5		11.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
U OF ILL URBANA CAMPUS	30.4	103.1	21.5	98.6	18.1	100.0	15.2	101.3	24.9	101.6
GROUP MEDIAN	29.5		21.8		18.1		15.3			
GROUP III										
UNIVERSITY OF CHICAGO	33.2	111.4	22.3	103.7	18.0	102.9	15.7	108.3	26.8	108.5
NORTHWESTERN UNIVERSITY	32.1	107.7	22.1	102.8	18.0	102.9	14.0	96.6	25.5	105.4
GROUP MEDIAN	29.8		21.5		17.5		14.5			
GROUP V										
NORTHERN ILLINOIS UNIVERSITY	26.4	98.5	16.7	78.4	12.1	69.9	20.3	143.0	18.7	89.5
ILLINOIS STATE UNIVERSITY	25.1	93.7	20.3	95.3	16.5	95.4	13.7	96.5	19.7	95.2
STHN ILLINOIS U EDWARDSVL	24.8	92.5	20.5	96.2	17.4	100.6	13.8	97.2	20.7	95.4
STHN ILLINOIS U CARBONDL	26.7	99.6	20.6	96.7	16.3	94.2	13.3	93.7	19.9	96.6
U OF ILL CHICAGO CIRCLE	29.3	109.3	21.5	100.9	17.4	100.6	15.0	105.6	22.4	104.2
GROUP MEDIAN	26.8		21.3		17.3		14.2			
GROUP VII										
WESTERN ILL UNIVERSITY	24.2	97.2	19.4	95.6	16.5	94.8	11.4	79.2	19.0	94.5
NTHESTN ILL UNIVERSITY	23.5	94.4	18.7	92.1	16.3	93.7	14.3	99.3	19.5	93.8
CHICAGO STATE UNIVERSITY	22.9	92.0	19.0	93.6	15.5	89.1	12.3	85.4	18.5	91.6
EASTERN ILLINOIS UNIVERSITY	23.8	95.6	19.4	95.6	15.4	88.5	12.2	84.7	18.9	93.1
GROUP MEDIAN	24.9		20.3		17.4		14.4			
GROUP VIII										
SANGAMON STATE UNIVERSITY	26.6	99.3	20.5	94.9	17.3	95.6			20.3	95.8
GOVERNORS STATE									20.1	93.9
GROUP MEDIAN	26.8		21.6		18.1		16.1			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	30.4	99.3	21.5	96.8	18.1	98.9	15.2	100.0	24.9	98.8
GROUP MEDIAN	30.5		22.2		18.3		15.2			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

SAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
U OF ILL URBANA CAMPUS	32.7	102.5	22.9	98.7	19.5	102.1	17.1	109.6	26.7	101.5
GROUP MEDIAN	31.9		23.2		19.1		15.6			
GROUP III										
UNIVERSITY OF CHICAGO	35.2	109.6	23.5	104.0	19.7	106.5	16.5	105.1	28.5	107.5
NORTHWESTERN UNIVERSITY	34.4	106.2	23.4	103.5	18.9	102.2	15.9	101.3	27.6	104.9
GROUP MEDIAN	32.4		22.6		18.5		15.7			
GROUP V										
NORTHERN ILL UNIVERSITY	28.3	96.9	22.8	100.0	17.7	95.7	12.3	78.8	21.7	95.6
ILLINOIS STATE UNIVERSITY	26.8	91.9	21.7	95.2	17.7	95.7	14.7	94.2	21.0	94.2
STHN ILLINOIS U CARBONDL	28.4	97.3	22.0	96.5	17.6	95.1	14.3	91.7	21.2	95.2
STHN ILLINOIS U EDWARDSVL	26.3	90.1	21.9	96.1	18.5	100.0	15.1	96.8	22.2	94.1
U OF ILL CHICAGO CIRCLE	31.1	106.5	23.0	100.9	18.5	100.0	16.0	102.6	23.9	103.0
GROUP MEDIAN	29.2		22.8		18.5		15.6			
GROUP VII										
WESTERN ILL UNIVERSITY	25.4	95.5	20.8	94.1	17.7	95.7	12.0	76.9	20.5	94.0
NTHEST ILL UNIVERSITY	24.6	92.5	20.3	91.9	17.4	94.1	15.4	98.7	20.7	92.8
CHICAGO STATE UNIVERSITY	23.8	89.5	20.0	90.5	16.2	87.6	13.0	83.3	19.6	88.7
EASTERN ILL UNIVERSITY	25.5	95.9	20.5	92.8	16.9	91.4	13.2	84.6	20.2	93.1
GROUP MEDIAN	26.6		22.1		18.5		15.6			
GROUP VIII										
GOVERNORS STATE									21.7	95.2
SANGAMON STATE UNIVERSITY	27.3	95.9	22.0	95.7	18.5	96.4			21.5	96.0
GROUP MEDIAN	28.5		23.0		19.2		15.2			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	32.7	99.1	22.9	97.0	19.5	100.0	17.1	107.5	26.7	98.9
GROUP MEDIAN	32.8		23.6		19.5		15.9			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1970-71 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

JAZZANI INSTITUTIONAL GROUPS

AVERAGE SALARY

INSTITUTIONS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIV OF ILLINOIS-URBANA	20.0	102.0	14.5	100.7	11.8	100.0	9.5	104.4	15.6	101.3
GROUP MEDIAN	19.6		14.4		11.8		9.1			
GROUP V										
SO ILL U AT EDWARDSVILLE	17.6	100.6	14.4	103.6	12.1	106.1	9.4	104.4	13.2	103.1
UNIV OF ILLINOIS-CHICAGO CIRCLE	20.0	114.3	14.5	104.3	11.8	103.5	9.5	105.6	13.7	107.1
SO ILL UNIV AT CARBONDALE	18.8	107.4	14.7	105.8	12.3	107.9	9.2	102.2	13.4	104.7
NORTHERN ILLINOIS UNIV	19.0	108.6	15.3	110.1	12.0	105.3	8.5	94.4	13.9	108.6
ILLINOIS STATE UNIV	18.2	104.0	15.1	108.6	11.9	104.4	8.7	96.7	13.2	103.9
GROUP MEDIAN	17.5		13.9		11.4		9.0			
GROUP VII										
NORTHEASTERN ILLINOIS UNIV	17.9	109.1	14.0	106.1	11.4	103.6	9.3	103.3	13.1	105.6
CHICAGO STATE UNIV	16.8	102.4	13.2	100.0	10.5	95.5	8.3	92.2	11.7	97.5
WESTERN ILLINOIS UNIV	18.7	114.0	14.9	112.9	11.6	105.5	9.1	101.1	12.6	107.7
EASTERN ILL UNIV	18.2	111.0	15.0	113.6	11.6	105.5	9.0	100.0	13.3	109.1
GROUP MEDIAN	16.4		13.2		11.0		9.0			
GROUP VIII										
SANGAMON STATE UNIV	19.2	102.2	15.0	106.4	12.1	100.8			14.2	103.6
GROUP MEDIAN	17.8		14.1		12.0		9.0			
BIG TEN UNIVERSITIES										
UNIV OF ILLINOIS-URBANA	20.0	102.0	14.5	100.7	11.8	98.3	9.5	102.2	15.6	101.3
GROUP MEDIAN	19.6		14.4		12.0		9.3			

12

12

COMPARISON OF 1974-75 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
UNIVERSITY OF ILLINOIS-URBANA	24.0	103.9	17.0	100.0	14.2	101.4	10.4	93.7	19.1	102.1
GROUP MEDIAN	23.1		17.0		14.0		11.1			
GROUP III										
UNIVERSITY OF CHICAGO	27.3	106.2	18.7	104.5	14.9	105.7	12.1	107.1	21.7	105.7
NORTHWESTERN UNIVERSITY	26.8	104.3	18.3	102.2	14.3	102.1	11.5	101.8	20.6	103.9
GROUP MEDIAN	25.7		17.9		14.0		11.3			
GROUP V										
SOUTHERN ILLINOIS UNIV-CARBOND	21.2	100.5	16.4	98.8	13.5	100.0	10.9	98.2	16.2	99.4
NORTHERN ILLINOIS UNIVERSITY	21.8	103.3	17.4	104.8	13.8	102.2	10.2	91.9	17.0	103.9
ILLINOIS STATE UNIVERSITY	21.1	100.0	17.2	103.6	13.8	102.2	10.6	95.5	15.9	101.3
SO ILLINOIS UNIV AT EDWARDSVIL	20.3	96.2	16.4	98.8	13.5	100.0	11.1	100.0	15.9	98.1
UNIV OF ILLINOIS-CHICAGO CIRCL	23.1	109.5	17.5	105.4	14.0	103.7	11.8	106.3	17.1	106.2
GROUP MEDIAN	21.1		15.6		13.5		11.1			
GROUP VII										
WESTERN ILLINOIS UNIVERSITY	20.2	104.1	15.7	99.4	13.3	99.3	10.0	90.9	15.0	100.0
CHICAGO STATE UNIVERSITY	20.8	107.2	16.1	101.9	13.4	100.0	10.3	93.6	15.4	102.0
NORTHEASTERN ILLINOIS UNIVERSI	19.4	100.0	15.5	98.1	13.0	97.0	11.2	101.8	15.6	98.7
EASTERN ILLINOIS UNIVERSITY	19.8	102.1	16.2	102.5	12.9	96.3	10.0	90.9	15.7	100.0
GROUP MEDIAN	19.4		15.8		13.4		11.0			
GROUP VIII										
GOVERNORS STATE UNIVERSITY									15.3	100.0
SANGAMON STATE UNIVERSITY	21.0	100.5	17.2	101.8	14.0	100.0			16.3	101.2
GROUP MEDIAN	20.9		16.9		14.0		11.9			
BIG TEN UNIVERSITIES										
UNIVERSITY OF ILLINOIS-URBANA	24.0	104.3	17.0	100.0	14.2	100.7	10.4	91.2	19.1	102.1
GROUP MEDIAN	23.0		17.0		14.1		11.4			

COMPARISON OF 1978-79 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
U OF ILL URBANA CAMPUS	30.4	104.8	21.5	101.4	18.1	104.6	15.2	107.8	24.9	104.2
GROUP MEDIAN	29.0		21.2		17.3		14.1			
GROUP III										
UNIVERSITY OF CHICAGO	33.2	104.1	22.3	101.8	18.0	103.4	15.7	112.1	26.8	103.5
NORTHWESTERN UNIVERSITY	32.1	100.6	22.1	100.9	18.0	103.4	14.0	100.0	25.5	101.2
GROUP MEDIAN	31.9		21.9		17.4		14.0			
GROUP V										
NORTHERN ILLINOIS UNIVERSITY	26.4	100.4	16.7	81.5	12.1	73.1	20.3	148.2	18.7	92.6
ILLINOIS STATE UNIVERSITY	25.1	95.4	20.3	99.0	16.5	101.0	13.7	100.0	19.7	99.5
SIUC ILLINOIS U EDWARDSVL	24.8	94.3	20.5	100.0	17.4	105.5	13.8	100.7	20.7	98.6
SIUC ILLINOIS U CARBONDL	26.7	101.5	20.6	100.5	16.3	99.8	13.3	97.1	19.9	100.0
U OF ILL CHICAGO CIRCLE	29.3	111.4	21.5	104.9	17.4	105.5	15.0	109.5	22.4	107.7
GROUP MEDIAN	26.3		20.5		16.5		13.7			
GROUP VII										
WESTERN ILL UNIVERSITY	24.2	101.3	19.4	98.0	16.5	100.0	11.4	83.2	19.0	98.4
NTHESTN ILL UNIVERSITY	23.5	98.3	18.7	94.4	16.3	98.8	14.3	104.4	19.5	97.5
CHICAGO STATE UNIVERSITY	22.9	95.8	19.0	96.0	15.5	93.9	12.3	89.8	18.5	95.4
EASTERN ILLINOIS UNIVERSITY	23.8	99.6	19.4	98.0	15.4	93.3	12.2	89.1	18.9	96.9
GROUP MEDIAN	23.9		19.8		16.5		13.7			
GROUP VIII										
SANGAMON STATE UNIVERSITY	26.6	108.6	20.5	105.1	17.3	106.1			20.3	105.7
GOVERNORS STATE									20.1	103.2
GROUP MEDIAN	24.5		19.5		16.3		14.4			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	30.4	103.4	21.5	99.5	18.1	101.7	15.2	104.1	24.9	102.5
GROUP MEDIAN	29.4		21.6		17.8		14.6			

COMPARISON OF 1979-80 SALARY AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

BAZZANI INSTITUTIONAL GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
U OF ILL URBANA CAMPUS	32.7	105.8	22.9	99.6	19.5	104.3	17.1	116.3	26.7	103.9
GROUP MEDIAN	30.9		23.0		18.7		14.7			
GROUP III										
UNIVERSITY OF CHICAGO	35.2	103.9	23.5	101.3	19.7	104.8	16.5	106.5	28.5	103.6
NORTHWESTERN UNIVERSITY	34.4	101.5	23.4	100.9	18.9	100.5	15.9	102.6	27.6	101.5
GROUP MEDIAN	33.9		23.2		18.8		15.5			
GROUP V										
NORTHERN ILL UNIVERSITY	28.3	100.0	22.8	103.2	17.7	100.0	12.3	85.4	21.7	99.5
ILLINOIS STATE UNIVERSITY	26.8	94.7	21.7	98.2	17.7	100.0	14.7	102.1	21.0	97.7
SthN ILLINOIS U CARBONDL	28.4	100.4	22.0	99.5	17.6	99.4	14.3	99.3	21.2	100.0
SthN ILLINOIS U EDWARDSVL	26.3	92.9	21.9	99.1	18.5	104.5	15.1	104.9	22.2	97.4
U OF ILL CHICAGO CIRCLE	31.1	109.9	23.0	104.1	18.5	104.5	16.0	111.1	23.9	106.7
GROUP MEDIAN	28.3		22.1		17.7		14.4			
GROUP VII										
WESTERN ILL UNIVERSITY	25.4	100.0	20.8	98.1	17.7	99.4	12.0	81.6	20.5	98.1
NTHESTN ILL UNIVERSITY	24.6	96.9	20.3	95.8	17.4	97.8	15.4	104.8	20.7	96.7
CHICAGO STATE UNIVERSITY	23.8	93.7	20.0	94.3	16.2	91.0	13.0	88.4	19.6	92.3
EASTERN ILL UNIVERSITY	25.5	100.4	20.5	96.7	16.9	94.9	13.2	89.8	20.2	97.6
GROUP MEDIAN	25.4		21.2		17.8		14.7			
GROUP VIII										
GOVERNORS STATE									21.7	104.9
SANGAMON STATE UNIVERSITY	27.3	107.1	22.0	106.8	18.5	108.2			21.5	107.5
GROUP MEDIAN	25.5		20.6		17.1		14.5			
BIG TEN UNIVERSITIES										
U OF ILL URBANA CAMPUS	32.7	103.5	22.9	99.1	19.5	103.7	17.1	111.0	26.7	102.3
GROUP MEDIAN	31.6		23.1		18.8		15.4			

APPENDIX B

DETAILED COMPENSATION AND SALARY DATA FOR
ILLINOIS NON-PUBLIC COLLEGES AND UNIVERSITIES

Table B-1	All Rank Average Compensation By Institution
Table B-2	All Rank Average Compensation As A Percentage Of 1980 Comparison Group Median
Table B-3	Institutional Average Compensation Detail
Table B-4	All Rank Average Salary As A Percentage Of 1980 Comparison Group Median
Table B-5	Institutional Average Salary Detail

TABLE B-1

ALL RANK AVERAGE COMPENSATION BY INSTITUTION
FY1971 AND FY1980

(dollars in thousands)

	FY1971	FY1980
Augustana College	$ 12.9	$ 22.4
Barat College	13.5	18.9
Bradley University	15.2	23.7
College of St. Francis	11.1	17.9
DePaul University	14.8	26.8
Elmhurst College	13.2	21.3
Eureka College	12.0	18.0
George Williams College	14.2	20.3
Greenville College	11.3	19.0
Illinois College	13.2	20.3
Illinois Institute of Technology	16.4	27.6
Illinois Wesleyan University	13.0	22.3
Knox College	17.8	24.1
Lake Forest College	16.8	25.3
Lewis University	11.7	21.4
MacMurray College	13.5	19.9
Millikin University	12.6	19.6
Monmouth College	15.5	17.3
North Central College	10.7	21.1
Northwestern University	21.5	32.1
Quincy College	12.5	19.8
Roosevelt University	15.6	23.7
Rosary College	10.7	18.9
University of Chicago	17.9	34.3
Wheaton College	13.1	22.5
Average	$ 14.0	$ 22.3
Percentage Increase FY1971 to FY1980		59.3%

NOTE: Only those institutions which reported data for both FY1971 and FY1980 are included in this table. The 1980 full-time faculty headcount was used to determine the FY1971 all rank average compensation.

TABLE B-2

ALL RANKS AVERAGE COMPENSATION AS A PERCENTAGE OF 1980 COMPARISON GROUP MEDIAN

	FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Cluster Group 21						
Bandelein College	NR %	NR %	90.1%	96.6%	88.3 %	94.8%
St. Xavier College	99.1	105.7	99.0	106.7	98.1	105.2
Cluster Group 22						
Eureka College	97.3	108.3	92.1	101.2	94.2	103.4
Trinity College	NR	NR	101.2	111.0	104.0	113.6
Cluster Group 23						
Illinois Benedictine College	102.1	105.8	100.3	103.3	93.1	97.9
Judson College	NR	NR	105.6	107.6	101.1	105.4
Cluster Group 24						
Elmhurst College	97.6	97.9	100.5	102.5	100.9	100.9
Illinois Wesleyan University	101.8	101.8	105.3	106.9	102.8	102.8
Augustana College	103.7	103.7	103.5	105.0	105.2	105.2
Cluster Group 25						
Lake Forest College	112.2	117.9	119.6	125.9	117.1	125.9
Barat College	90.2	98.7	87.5	91.5	82.9	89.2
Principia College	NR	NR	96.5	101.0	88.1	105.6
Cluster Group 26						
Millikin University	106.3	116.3	103.3	112.6	100.0	110.0
Greenville College	73.8	86.5	NR	NR	NR	NR
Monmouth College	109.6	119.6	104.0	113.5	99.0	110.1
MacMurray College	101.2	112.6	99.5	108.4	101.5	111.8
Cluster Group 27						
North Park College	NR	NR	NR	NR	NR	NR
McKendree College	NR	NR	95.5	101.0	91.1	100.0
Aurora College	NR	NR	87.3	94.8	89.5	97.8
North Central College	92.5	99.1	100.5	109.4	101.0	109.9
Illinois College	92.3	99.4	94.2	102.6	95.8	105.2
Quincy College	92.0	98.7	93.5	102.2	93.0	102.1
Trinity Christian College	NR	NR	NR	NR	NR	NR
Cluster Group 28						
Olivet Nazarene College	NR	NR	90.1	96.7	91.9	96.8
Cluster Group 29						
Bradley University	102.8	104.9	97.8	98.7	96.9	96.1
Cluster Group 30						
Illinois Institute of Technology	111.2	113.7	112.4	117.6	116.9	120.0

TABLE B-2 (Continued)

	FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Cluster Group 30 (Continued)						
George Williams College	95.8%	96.9%	91.0%	95.5%	92.7%	95.8%
Cluster Group 34						
Wheaton College	84.5	86.2	90.7	91.9	87.9	92.2
Cluster Group 35						
Knox College	95.8	97.3	97.9	98.3	94.5	98.0
Cluster Group 37						
Roosevelt University	105.7	102.8	105.6	101.8	102.2	100.0
Lewis University	101.8	101.2	NR	NR	NR	NR
Cluster Group 39						
Loyola University-Chicago	96.2	97.3	95.9	99.6	93.6	97.6
DePaul University	100.5	101.6	101.2	105.0	99.3	103.5
Cluster Group 40						
College of St. Francis	NR	NR	92.0	98.3	91.3	96.8
Cluster Group 41						
Rosary College	109.6	107.2	102.9	100.0	103.8	100.5
Cluster Group 45						
Northwestern University	102.9	98.4	98.7	95.3	96.1	95.0
University of Chicago	107.5	102.8	104.5	100.9	101.8	103.6
Average	99.8%	102.9%	98.7%	101.3%	97.7%	102.7%

* For FY1975 and FY1979, the FY1980 faculty mix was used to calculate all rank average compensation and median.

NR - No Report

B-3 Tables

Institutional Average Compensation Detail

For historical years (1971, 1975, and 1979), the all rank average compensation data and all rank indices are not the same as data presented in the summary tables due to differences in the faculty rank composition from year-to-year. The over time comparison tables use the mix of full-time faculty among ranks in FY1980 to calculate all rank averages for all year.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21										
SAINT XAVIER COLLEGE			16.8	100.6	13.5	96.4	11.9	102.6	14.2	100.0
GROUP MEDIAN	20.2		16.7		14.0		11.5			
GROUP 22										
TRINITY COLLEGE										
EUREKA COLLEGE	17.5	93.1	14.0	97.9	12.9	100.0			14.4	97.3
GROUP MEDIAN	18.8		14.3		12.9		10.6			
GROUP 23										
ILLINOIS BENEDICTINE COLLEGE			16.7	106.4	12.3	96.1	10.6	95.5	13.7	100.7
GROUP MEDIAN	20.2		15.7		12.8		11.1			
GROUP 24										
ELMHURST COLLEGE	20.4	98.1	16.4	94.8	14.2	99.3			16.1	97.6
ILLINOIS WESLEYAN UNIVERSITY	21.8	104.8	17.6	101.7	14.4	100.7	12.1	109.8	16.8	101.8
AUGUSTANA COLLEGE	22.4	107.7	17.8	102.9	14.6	102.1	12.5	106.2	17.0	104.3
GROUP MEDIAN	20.8		17.3		14.3		12.0			
GROUP 25										
BARAT COLLEGE	17.9	84.8	15.9	94.1	12.9	92.1			14.7	90.1
LAKE FOREST COLLEGE	26.0	123.2	19.5	115.4	13.9	100.0	11.6	100.0	19.9	113.2
GROUP MEDIAN	21.1		16.9		13.9		11.6			
GROUP 26										
MONMOUTH COLLEGE	20.4	113.3	16.7	108.4	14.0	102.9	12.5	104.2	16.0	107.4
MILLIKIN UNIVERSITY	21.1	117.2	17.0	110.4	13.9	102.2	11.0	91.7	15.4	106.2
MACMURRAY COLLEGE	19.3	107.2	16.4	106.5	13.2	97.1			16.2	103.9
GREENVILLE COLLEGE	13.9	77.2	12.6	81.8	10.6	77.9			12.4	79.9
GROUP MEDIAN	18.0		15.4		13.6		12.0			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27										
ILLINOIS COLLEGE	18.3	92.9	14.9	92.5	12.5	87.9			15.2	92.7
NORTH CENTRAL COLLEGE	17.9	90.9	15.2	94.4	12.9	92.8			14.9	92.5
QUINCY COLLEGE	16.9	85.8	15.1	93.8	13.3	95.7			14.4	22.9
GROUP MEDIAN	19.7		16.1		13.9		12.3			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 29										
BRADLEY UNIVERSITY	22.3	101.4	18.0	101.1	15.8	105.3	13.4	110.7	18.1	102.9
GROUP MEDIAN	22.0		17.8		15.0		12.1			
GROUP 30										
GEORGE WILLIAMS COLLEGE	22.2	98.7	17.5	99.4	13.3	92.4			16.2	95.9
ILLINOIS INSTITUTE OF TECHNOLO	25.4	112.9	19.5	110.8	15.9	110.4	12.5	100.0	19.5	110.8
GROUP MEDIAN	22.5		17.6		14.4		12.5			
GROUP 34										
WHEATON COLLEGE	19.9	78.9	15.8	85.9	13.8	92.6			16.1	84.7
GROUP MEDIAN	24.0		18.4		14.9		12.5			
GROUP 35										
KNOX COLLEGE	22.4	97.4	16.7	92.8	14.4	96.0	13.0	104.0	17.4	96.1
GROUP MEDIAN	23.0		18.0		15.0		12.5			
GROUP 37										
LEWIS UNIVERSITY	20.9	100.5	17.2	102.4	14.8	104.2	13.4	109.8	15.9	103.9
ROOSEVELT UNIVERSITY	21.8	104.8	18.1	107.7	15.5	109.2	11.3	92.6	18.2	106.4
GROUP MEDIAN	20.8		16.8		14.2		12.2			
GROUP 39										
LOYOLA UNIVERSITY	22.2	89.9	18.5	96.9	15.6	100.0	13.2	103.9	17.4	96.7
DE PAUL UNIVERSITY	24.2	98.0	19.3	101.0	16.0	102.6	13.4	105.5	18.6	101.1
GROUP MEDIAN	24.7		19.1		15.6		12.7			
GROUP 41										
ROSARY COLLEGE			16.4	108.6	13.9	111.2	11.9	110.2	14.1	109.3
GROUP MEDIAN	15.0		15.1		12.5		10.8			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 45										
NORTHWESTERN UNIVERSITY	30.5	102.3	21.0	104.0	16.6	103.1	13.5	100.0	23.6	102.6
UNIVERSITY OF CHICAGO	31.9	107.0	21.9	108.4	17.3	107.5	14.2	105.2	25.3	107.2
GROUP MEDIAN	29.8		20.2		16.1		13.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE COMPENSATION									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21											
SAINT XAVIER COLLEGE	L	23.9	97.2	21.1	101.4	16.9	97.7	14.4	98.0	19.2	99.5
MUNDELEIN COLLEGE		23.8	96.7	18.2	87.5	15.3	88.4	13.4	91.2	17.4	90.2
GROUP MEDIAN		24.6		20.8		17.3		14.7			
GROUP 22											
EUREKA COLLEGE		19.1	89.7			14.9	93.7			16.4	92.1
TRINITY COLLEGE				18.3	98.4	16.5	103.8			17.5	100.6
GROUP MEDIAN		21.3		18.6		15.9		13.4			
GROUP 23											
ILL BENEDICTINE COLLEGE		23.8	99.6	19.2	100.0	15.9	99.4			18.7	99.5
JUDSON COLLEGE						16.9	105.6			16.9	105.6
GROUP MEDIAN		23.9		19.2		16.0		13.0			
GROUP 24											
ELMHURST COLLEGE		26.4	99.6	22.1	102.3	18.2	101.7	15.9	99.3	20.4	101.0
ILL WESLEYAN UNIVERSITY		28.9	109.1	23.0	106.5	18.0	100.4	15.5	102.6	21.7	105.3
AUGUSTANA COLLEGE		28.3	106.8	22.6	104.6	18.0	100.6	15.5	102.6	21.1	103.4
GROUP MEDIAN		26.5		21.6		17.9		15.1			
GROUP 25											
BARAT COLLEGE		21.3	83.9	17.6	88.4	15.5	90.6			18.3	86.7
LAKE FOREST COLLEGE		31.2	130.7	25.5	128.1	19.1	105.8	15.2	107.9	23.7	119.7
PRINCIPIA COLLEGE		25.6	100.8	18.9	95.0	16.2	94.7			19.5	96.5
GROUP MEDIAN		25.4		19.9		17.1		14.1			
GROUP 26											
MONMOUTH COLLEGE		23.3	102.6	20.4	105.7	17.1	103.0			20.7	103.5
MILLIKIN UNIVERSITY		25.5	112.3	20.3	105.2	16.1	97.0	14.1	97.9	18.7	103.3
MACMURRAY COLLEGE		22.9	100.4	19.9	103.1	17.0	102.4	12.7	88.2	19.2	99.5
GROUP MEDIAN		22.7		19.3		16.6		14.4			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE COMPENSATION									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27											
MCKENDREE COLLEGE		21.5	90.3			16.6	97.1	14.3	99.3	16.7	96.0
QUINCY COLLEGE	L	21.2	89.1	18.8	94.0	16.6	97.1			18.5	93.9
NORTH CENTRAL COLLEGE		23.0	96.6	21.3	106.5	17.1	100.0			19.4	100.0
ILLINOIS COLLEGE		22.9	96.2	19.1	95.5	14.4	84.2			19.4	96.2
AURORA COLLEGE				17.4	87.0	15.0	87.7			16.4	87.2
TRINITY CHRISTIAN COLLEGE											
GROUP MEDIAN		23.8		20.0		17.1		14.1			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28										
OLIVET NAZARENE COLLEGE	20.4	81.9	19.0	92.2	16.0	94.1			17.5	93.7
GROUP MEDIAN	24.9		20.6		17.0		14.9			
GROUP 29										
BRADLEY UNIVERSITY	27.3	99.3	22.7	96.6	18.9	96.4	14.9	99.3	22.5	97.9
GROUP MEDIAN	27.5		23.5		19.5		15.0			
GROUP 33										
GEORGE WILLIAMS COLLEGE	26.2	94.2	20.2	90.2	16.7	89.8			19.8	90.8
ILLINOIS INST TECHNOLOGY	33.2	119.4	25.4	113.4	19.1	102.7	15.4	109.7	25.2	112.5
GROUP MEDIAN	27.8		22.4		18.6		15.3			
GROUP 34										
WHEATON COLLEGE	25.2	86.0	21.1	92.5	17.5	97.8			21.7	90.9
GROUP MEDIAN	29.3		22.8		17.9		15.6			
GROUP 35										
KNOX COLLEGE	28.5	99.3	22.0	96.5	16.5	92.7			22.8	97.9
GROUP MEDIAN	28.7		22.8		17.8		15.1			
GROUP 37										
ROOSEVELT UNIVERSITY	26.4	104.9	22.3	107.2	18.9	108.0	14.3	100.0	22.5	106.1
GROUP MEDIAN	25.2		20.8		17.5		14.3			
GROUP 39										
LOYOLA U OF CHICAGO	29.7	91.4	24.1	94.9	20.3	100.0	15.9	98.8	23.0	95.8
DEPAUL UNIVERSITY	31.9	99.2	25.7	101.2	21.0	103.4	17.6	110.0	25.2	101.2
GROUP MEDIAN	32.5		25.4		20.3		16.0			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 49										
COLLEGE OF SAINT FRANCIS	20.8	97.7			15.9	89.3			17.4	92.1
GROUP MEDIAN	21.3		21.3		17.8		14.7			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 41										
ROSARY COLLEGE			20.2	105.8	15.9	109.6			17.5	102.9
GROUP MEDIAN	23.0		19.1		15.8		13.7			
GROUP 45										
NORTHWESTERN UNIVERSITY	37.3	97.9	26.0	100.8	20.8	109.0	15.8	89.3	29.7	98.7
UNIVERSITY OF CHICAGO	39.9	104.7	26.8	103.9	21.7	104.3	18.8	106.2	32.3	104.9
GROUP MEDIAN	38.1		25.8		20.8		17.7			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21										
SAINT XAVIER COLLEGE	26.1	97.8	22.2	99.1	18.0	97.3	15.0	96.2	20.4	99.1
MUNDELEIN COLLEGE	25.0	93.6	19.6	87.5	15.7	84.9	14.7	94.2	18.1	88.3
GROUP MEDIAN	26.7		22.4		18.5		15.6			
GROUP 22										
EUREKA COLLEGE	21.1	90.6	17.9	91.8	16.4	98.8			18.0	94.2
TRINITY COLLEGE			20.1	103.1	17.3	104.2			19.4	104.9
GROUP MEDIAN	23.3		19.5		16.6		14.4			
GROUP 23										
ILL BENEDICTINE COLLEGE 1	23.6	92.9	18.8	92.2	16.4	94.3			19.0	93.1
JUDSON COLLEGE					17.6	101.1			17.6	101.1
GROUP MEDIAN	25.4		20.4		17.4		14.4			
GROUP 24										
ELMHURST COLLEGE	27.8	100.0	23.4	101.7	18.9	100.5	15.0	100.0	21.3	100.9
ILL WESLEYAN UNIVERSITY	29.2	105.0	23.8	103.5	18.7	99.5	15.3	101.9	22.3	102.9
AUGUSTANA COLLEGE	30.3	109.0	24.2	105.2	19.3	102.7	15.1	100.6	22.4	105.2
GROUP MEDIAN	27.8		23.0		18.8		15.0			
GROUP 25										
BARAT COLLEGE	22.4	80.6	17.6	79.6	16.9	92.9			18.9	82.9
LAKE FOREST COLLEGE	35.3	127.0	26.9	121.7	19.3	106.0	15.6	105.7	25.3	117.1
PRINCIPIA COLLEGE	28.3	101.8	22.1	100.0	17.5	96.2	13.7	87.3	23.7	99.1
GROUP MEDIAN	27.8		22.1		18.2		15.7			
GROUP 26										
MONMOUTH COLLEGE	24.7	100.8	21.0	101.0	17.3	96.6	13.7	89.0	20.8	99.0
MILLIKIN UNIVERSITY	25.4	107.9	21.8	104.8	16.5	92.2	14.2	92.2	19.6	100.0
MACMURRAY COLLEGE	24.9	101.6	21.7	104.3	17.9	100.0	15.3	99.4	19.9	101.5
GROUP MEDIAN	24.5		20.8		17.9		15.4			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

AVERAGE COMPENSATION

INSTITUTIONS		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27											
MCKENDREE COLLEGE		21.8	86.2			16.9	93.9	14.7	93.6	17.4	91.1
QUINCY COLLEGE	LF	22.3	88.1	19.8	93.0	17.5	97.2			19.3	93.0
NORTH CENTRAL COLLEGE		25.3	100.0	22.4	105.2	17.9	99.4			21.1	101.9
ILLINOIS COLLEGE		24.1	95.3	21.5	100.9	15.8	87.8	13.1	83.4	20.3	95.8
AURORA COLLEGE				18.9	88.7	16.4	91.1			17.9	89.5
TRINITY CHRISTIAN COLLEGE											
GROUP MEDIAN		25.3		21.3		18.0		15.7			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE COMPENSATION									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28											
OLIVET NAZARENE COLLEGE		22.4	88.9	19.8	91.7	16.9	93.9	14.2	92.8	18.2	91.7
GROUP MEDIAN		25.2		21.6		18.0		15.3			
GROUP 29											
BRADLEY UNIVERSITY		29.1	99.3	23.9	94.1	19.5	92.9	15.4	98.1	23.7	96.9
GROUP MEDIAN		29.3		25.4		21.0		15.7			
GROUP 30											
GEORGE WILLIAMS COLLEGE		28.0	94.9	21.0	90.1	18.0	93.8			20.3	92.7
ILLINOIS INST TECHNOLOGY		35.6	120.7	28.0	120.2	20.8	108.3	15.3	98.7	27.6	116.9
GROUP MEDIAN		29.5		23.3		19.2		15.5			
GROUP 34											
WHEATON COLLEGE		26.8	84.8	22.0	88.4	17.5	92.1			22.5	87.9
GROUP MEDIAN		31.6		24.9		19.0		16.5			
GROUP 35											
KNOX COLLEGE		30.0	97.1	22.9	93.1	17.3	91.5			24.1	94.5
GROUP MEDIAN		30.9		24.6		18.9		15.6			
GROUP 37											
ROOSEVELT UNIVERSITY		27.9	101.5	23.2	103.1	19.6	103.7	14.3	93.5	23.7	102.2
GROUP MEDIAN		27.5		22.5		18.9		15.3			
GROUP 39											
LOYOLA U OF CHICAGO	1	31.9	86.2	25.8	93.5	21.6	100.0	17.7	100.6	24.9	93.6
DEPAUL UNIVERSITY		34.5	93.2	27.5	99.6	22.4	103.7	18.2	103.4	26.8	99.3
GROUP MEDIAN		37.0		27.6		21.6		17.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE COMPENSATION									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 40											
COLLEGE OF SAINT FRANCIS	1	22.0	83.3			17.3	92.5	15.3	98.7	17.9	91.3
GROUP MEDIAN		26.4		22.6		18.7		15.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 41										
ROSARY COLLEGE			21.3	104.9	17.1	102.4			18.9	103.9
GROUP MEDIAN	24.6		20.3		16.7		14.0			
GROUP 45										
NORTHWESTERN UNIVERSITY	40.1	94.8	27.5	98.6	21.7	99.1	17.7	92.2	32.1	96.1
UNIVERSITY OF CHICAGO	42.5	100.5	28.4	101.8	23.7	109.2	19.9	103.6	34.3	101.8
GROUP MEDIAN	42.3		27.9		21.9		19.2			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21										
SAINT XAVIER COLLEGE			16.8	108.4	13.5	101.5	11.8	109.3	14.2	106.0
GROUP MEDIAN	19.2		15.5		13.3		10.9			
GROUP 22										
TRINITY COLLEGE										
EUREKA COLLEGE	17.5	107.4	14.0	107.7	12.9	108.4			14.4	108.3
GROUP MEDIAN	16.3		13.0		11.9		9.8			
GROUP 23										
ILLINOIS BENEDICTINE COLLEGE			16.7	112.1	12.3	98.4	10.6	98.1	13.7	104.6
GROUP MEDIAN	18.7		14.9		12.5		10.8			
GROUP 24										
ELMHURST COLLEGE	20.4	95.8	16.4	95.9	14.2	99.3			16.1	97.6
ILLINOIS WESLEYAN UNIVERSITY	21.8	102.3	17.6	102.9	14.4	100.7	12.1	100.0	16.8	101.9
AUGUSTANA COLLEGE	22.4	105.2	17.8	104.1	14.6	102.1	12.5	103.3	17.0	103.7
GROUP MEDIAN	21.3		17.1		14.3		12.1			
GROUP 25										
MARAT COLLEGE	17.9	89.5	15.9	100.0	12.8	97.0			14.7	96.1
LAKE FOREST COLLEGE	26.0	130.0	19.5	122.6	13.9	105.3	11.6	103.6	18.9	119.6
GROUP MEDIAN	20.0		15.9		13.2		11.2			
GROUP 26										
MONMOUTH COLLEGE	20.4	124.4	16.7	117.6	14.0	112.9	12.5	113.6	16.0	117.6
MILLIKIN UNIVERSITY	21.1	129.7	17.0	119.7	13.9	112.1	11.0	100.0	15.4	115.8
MACMURRAY COLLEGE	19.3	117.7	16.4	115.5	13.2	106.5			16.2	113.3
GREENVILLE COLLEGE	13.9	84.9	12.6	88.7	10.6	85.5			12.4	86.1
GROUP MEDIAN	16.4		14.2		12.4		11.0			

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27										
ILLINOIS COLLEGE	18.3	100.5	14.9	98.7	12.5	96.9			15.2	99.1
NORTH CENTRAL COLLEGE	17.9	98.4	15.2	100.7	12.9	100.0			14.9	99.3
QUINCY COLLEGE	16.9	92.9	15.1	100.0	13.3	103.1			14.4	100.0
GROUP MEDIAN	18.2		15.1		12.9		11.2			

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 29										
BRADLEY UNIVERSITY	22.3	101.8	18.0	102.3	15.8	107.5	13.4	116.5	18.1	104.6
GROUP MEDIAN	21.9		17.6		14.7		11.5			
GROUP 30										
GEORGE WILLIAMS COLLEGE	22.2	102.3	17.5	101.2	13.3	92.4			15.2	97.0
ILLINOIS INSTITUTE OF TECHNOLO	25.4	117.1	19.5	112.7	15.9	110.4	12.5	105.9	19.5	113.4
GROUP MEDIAN	21.7		17.3		14.4		11.8			
GROUP 34										
MORAINE COLLEGE	18.9	80.8	15.8	87.3	13.9	95.2			16.1	86.6
GROUP MEDIAN	23.4		18.1		14.5		12.3			
GROUP 35										
KNOX COLLEGE	22.4	98.7	16.7	93.8	14.4	99.3	13.0	111.1	17.4	99.3
GROUP MEDIAN	22.7		17.8		14.5		11.7			
GROUP 37										
LEWIS UNIVERSITY	20.9	97.2	17.2	100.0	14.9	102.9	11.4	107.2	15.9	101.9
ROOSEVELT UNIVERSITY	21.8	101.4	18.1	105.2	15.5	107.6	11.3	90.4	18.2	103.4
GROUP MEDIAN	21.5		17.2		14.4		12.5			
GROUP 39										
LOYOLA UNIVERSITY	22.2	90.6	18.5	98.4	15.6	103.0	13.2	107.3	17.4	97.2
DE PAUL UNIVERSITY	24.2	98.9	19.3	102.7	16.0	102.6	13.4	108.9	18.6	101.6
GROUP MEDIAN	24.5		18.8		15.6		12.3			
GROUP 41										
ROSARY COLLEGE			16.4	105.5	13.9	108.6	11.9	108.2	14.1	107.6
GROUP MEDIAN	15.7		15.4		12.8		11.0			

COMPARISON OF 1974-75 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 45										
NORTHWESTERN UNIVERSITY	30.5	97.8	21.0	99.5	16.6	99.4	13.5	100.0	23.6	98.3
UNIVERSITY OF CHICAGO	31.9	102.2	21.9	103.9	17.3	103.6	14.2	105.2	25.3	102.9
GROUP MEDIAN	31.2		21.1		16.7		13.5			

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE COMPENSATION									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21											
SAINT XAVIER COLLEGE	L	23.9	103.0	21.1	109.3	16.9	105.0	14.4	107.5	19.2	106.7
MUNDELEIN COLLEGE		23.6	102.6	18.2	94.3	15.3	95.0	13.4	100.0	17.4	97.2
GROUP MEDIAN		23.2		19.3		16.1		13.4			
GROUP 22											
EUREKA COLLEGE		19.1	99.5			14.9	102.1			16.4	101.2
TRINITY COLLEGE				18.3	108.9	16.5	113.0			17.5	110.4
GROUP MEDIAN		19.2		16.8		14.6		12.2			
GROUP 23											
ILL BENEDICTINE COLLEGE		23.8	104.8	19.2	103.2	15.9	101.3			18.7	102.7
JUDSON COLLEGE						16.9	107.6			16.9	107.6
GROUP MEDIAN		22.7		18.6		15.7		12.7			
GROUP 24											
ELMHURST COLLEGE		26.4	109.0	22.1	103.9	18.2	103.4	15.0	103.4	21.4	102.5
ILL WESLEYAN UNIVERSITY		28.9	109.5	23.0	108.0	18.0	102.3	15.5	106.9	21.7	106.9
AUGUSTANA COLLEGE		29.3	107.2	22.6	106.1	18.0	102.3	15.5	106.9	21.1	105.0
GROUP MEDIAN		26.4		21.3		17.6		14.5			
GROUP 25											
BARAT COLLEGE		21.3	88.8	17.6	91.7	15.5	95.7			18.3	91.0
LAKE FOREST COLLEGE		33.2	138.3	25.5	132.9	18.1	111.7	15.2	111.8	23.7	126.1
PRINCIPIA COLLEGE		25.6	106.7	18.9	98.4	16.2	100.0			19.5	101.0
GROUP MEDIAN		24.0		19.2		16.2		13.6			
GROUP 26											
MONMOUTH COLLEGE		23.3	112.0	20.4	114.6	17.1	113.2			20.7	113.1
MILLIKIN UNIVERSITY		25.5	122.6	20.3	114.0	16.1	106.6	14.1	106.8	18.7	112.7
MACMURRAY COLLEGE		22.8	109.6	19.9	111.8	17.0	112.6	12.7	95.2	18.2	109.1
GROUP MEDIAN		20.8		17.8		15.1		13.2			

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE COMPENSATION									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27											
MCKENDREE COLLEGE		21.5	99.1			16.6	105.1	14.3	105.3	16.7	101.7
QUINCY COLLEGE	L	21.2	97.7	18.3	102.2	16.6	105.1			18.5	101.6
NORTH CENTRAL COLLEGE		23.0	106.0	21.3	115.8	17.1	108.2			19.4	109.0
ILLINOIS COLLEGE		22.9	105.5	19.1	103.8	14.4	91.1			17.4	102.6
AURORA COLLEGE				17.4	94.6	15.0	94.9			16.4	94.1
TRINITY CHRISTIAN COLLEGE											
GROUP MEDIAN		21.7		18.4		15.8		11.3			

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28										
OLIVET NAZARENE COLLEGE	20.4	92.3	19.0	96.9	16.0	99.4			17.5	97.2
GROUP MEDIAN	22.1		19.6		16.1		13.7			
GROUP 29										
BRADLEY UNIVERSITY	27.3	96.5	22.7	100.4	18.8	107.0	14.9	98.0	22.5	98.7
GROUP MEDIAN	28.3		22.6		18.8		15.2			
GROUP 30										
GEORGE WILLIAMS COLLEGE	26.2	96.7	20.2	94.4	16.7	95.4			19.9	95.4
ILLINOIS INST TECHNOLOGY	33.2	122.5	25.4	118.7	19.1	109.1	15.4	107.7	25.2	117.2
GROUP MEDIAN	27.1		21.4		17.5		14.3			
GROUP 34										
WHEATON COLLEGE	25.2	89.7	21.1	95.5	17.5	100.0			21.7	93.4
GROUP MEDIAN	28.1		22.1		17.5		15.3			
GROUP 35										
KNOX COLLEGE	28.5	100.7	22.0	97.3	16.5	93.9			22.9	97.1
GROUP MEDIAN	28.3		22.6		17.6		15.7			
GROUP 37										
ROOSEVELT UNIVERSITY	26.4	100.8	22.3	102.8	18.9	105.0	14.3	100.0	23.5	102.3
GROUP MEDIAN	25.2		21.7		18.0		14.3			
GROUP 39										
LOYOLA U OF CHICAGO	27.7	94.3	24.1	99.6	20.3	103.6	15.8	99.4	23.0	99.6
DEPAUL UNIVERSITY	31.2	101.3	25.7	106.2	21.0	107.1	17.5	110.7	25.2	105.9
GROUP MEDIAN	31.5		24.2		19.6		15.9			

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 40										
COLLEGE OF SAINT FRANCIS	20.8	100.0			15.9	97.5			17.4	98.3
GROUP MEDIAN	20.9		20.0		16.3		13.4			

COMPARISON OF 1978-79 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 4I										
ROSARY COLLEGE			20.2	102.0	15.9	98.1			17.5	99.4
GROUP MEDIAN	24.1		19.8		16.2		14.3			
GROUP 4S										
NORTHWESTERN UNIVERSITY	37.3	94.2	26.0	97.4	20.8	97.2	15.8	87.8	29.7	95.2
UNIVERSITY OF CHICAGO	39.9	100.8	26.8	100.4	21.7	101.4	18.8	104.4	32.3	103.7
GROUP MEDIAN	39.6		26.7		21.4		18.3			

177

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE COMPENSATION									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21											
SAINT XAVIER COLLEGE		26.1	104.9	22.2	107.2	18.0	104.0	15.0	102.0	20.4	105.2
MUNDELEIN COLLEGE		25.0	100.4	19.6	94.7	15.7	90.8	14.7	100.0	19.1	98.8
GROUP MEDIAN		24.9		20.7		17.3		14.7			
GROUP 22											
EUREKA COLLEGE		21.1	100.0	17.9	101.1	16.4	107.9			19.0	103.4
TRINITY COLLEGE				20.1	113.6	17.3	113.8			18.4	113.0
GROUP MEDIAN		21.1		17.7		15.2		12.9			
GROUP 23											
ILL BENEDICTINE COLLEGE	1	23.6	99.2	18.8	95.9	16.4	98.2			19.0	97.9
JUDSON COLLEGE						17.6	105.4			17.6	105.4
GROUP MEDIAN		23.8		19.6		16.7		13.6			
GROUP 24											
ELMHURST COLLEGE		27.8	98.9	23.4	102.2	18.9	101.1	16.0	102.6	21.3	100.9
ILL WESLEYAN UNIVERSITY		29.2	103.9	23.8	103.9	18.7	100.0	15.3	104.5	22.3	102.8
AUGUSTANA COLLEGE		30.3	107.8	24.2	105.7	19.3	103.2	15.1	103.2	22.4	105.2
GROUP MEDIAN		28.1		22.9		18.7		15.6			
GROUP 25											
BARAT COLLEGE		22.4	87.2	17.6	85.0	16.9	99.4			18.9	89.2
LAKE FOREST COLLEGE		35.3	137.4	26.9	130.0	19.3	113.5	15.6	114.5	25.3	125.9
PRINCIPIA COLLEGE		24.3	110.1	22.1	106.8	17.5	102.9	13.7	94.5	20.7	105.6
GROUP MEDIAN		25.7		20.7		17.0		14.5			
GROUP 26											
MONMOUTH COLLEGE		24.7	112.3	21.0	111.1	17.3	107.5	13.7	96.5	20.8	110.1
MILLIKIN UNIVERSITY		26.4	120.0	21.8	115.3	16.5	102.5	14.2	100.0	19.6	110.7
MACMURRAY COLLEGE		24.9	113.2	21.7	114.8	17.9	111.2	15.3	107.7	19.9	111.9
GROUP MEDIAN		22.0		18.9		16.1		14.2			

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE COMPENSATION									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21											
MCKENDREE COLLEGE		21.8	93.6			16.9	101.8	14.7	105.8	17.4	103.0
QUINCY COLLEGE	LI	22.3	95.7	19.8	102.6	17.5	105.4			19.8	102.1
SOUTH CENTRAL COLLEGE		25.3	108.6	22.4	115.1	17.9	107.9			21.1	107.9
ILLINOIS COLLEGE		24.1	103.4	21.5	111.4	15.8	95.2	13.1	94.2	20.3	105.2
AURORA COLLEGE				18.9	97.9	16.4	98.8			17.7	27.8
TRINITY CHRISTIAN COLLEGE											
GROUP MEDIAN		23.3		19.3		16.6		13.9			

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE COMPENSATION									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28											
OLIVET NAZARENE COLLEGE		22.4	91.8	19.8	99.0	16.9	97.7	14.2	100.0	18.2	96.8
GROUP MEDIAN		24.4		20.0		17.3		14.2			
GROUP 29											
BRADLEY UNIVERSITY		29.1	94.2	23.9	97.2	19.5	97.5	15.4	96.9	23.1	95.3
GROUP MEDIAN		30.9		24.6		20.0		15.9			
GROUP 30											
GEORGE WILLIAMS COLLEGE		28.0	96.2	21.0	92.5	18.0	97.3			23.3	95.9
ILLINOIS INST TECHNOLOGY		35.6	122.3	28.0	123.3	20.8	112.4	15.3	100.0	27.6	123.0
GROUP MEDIAN		29.1		22.7		18.5		15.3			
GROUP 34											
AUGUSTANA COLLEGE		26.8	89.6	22.0	94.0	17.5	91.6			22.5	92.2
GROUP MEDIAN		29.9		23.4		19.1		16.3			
GROUP 35											
KNOX COLLEGE		30.0	100.3	22.9	97.0	17.3	95.1			24.1	98.8
GROUP MEDIAN		30.0		23.6		18.2		15.6			
GROUP 37											
ROOSEVELT UNIVERSITY		27.9	99.3	23.2	100.0	19.6	101.0	14.3	96.6	23.1	100.9
GROUP MEDIAN		28.1		23.2		19.4		14.8			
GROUP 39											
LOYOLA U OF CHICAGO	1	31.9	92.5	25.9	97.4	21.6	101.9	17.7	106.0	24.9	97.6
DEPAUL UNIVERSITY		34.5	100.0	27.5	103.4	22.4	105.7	19.2	109.0	26.9	104.5
GROUP MEDIAN		34.5		26.5		21.2		16.7			

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE COMPENSATION									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 40											
COLLEGE OF SAINT FRANCIS	1	22.0	88.4			17.3	99.4	15.3	100.0	17.9	96.4
GROUP MEDIAN		24.9		20.2		17.4		15.3			

COMPARISON OF 1979-80 COMPENSATION AT ILLINOIS PUBLIC UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE COMPENSATION									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 41										
ROSARY COLLEGE			21.3	100.9	17.1	99.4			19.9	100.5
GROUP MEDIAN	25.7		21.1		17.2		14.6			
GROUP 45										
NORTHWESTERN UNIVERSITY	40.1	94.8	27.5	97.5	21.7	91.5	17.7	90.8	32.1	95.0
UNIVERSITY OF CHICAGO	42.5	100.5	28.4	100.7	23.7	102.2	19.9	102.1	34.3	100.6
GROUP MEDIAN	42.3		28.2		23.2		19.5			

TABLE B-5

ALL RANK* AVERAGE SALARY AS A PERCENTAGE OF 1980 COMPARISON GROUP MEDIAN

	FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Cluster Group 21						
Mundelein College	NR	NR	91.5%	97.4%	90.9%	95.8%
St. Xavier College	109.8	106.5	98.2	104.5	98.3	103.6
Cluster Group 22						
Eureka College	95.5	105.8	91.5	98.6	92.2	100.7
Trinity College	NR	NR	104.1	111.5	104.5	114.9
Cluster Group 23						
Illinois Benedictine College	101.6	107.4	98.8	101.9	96.6	100.0
Judson College	NR	NR	101.4	102.9	99.3	101.4
Cluster Group 24						
Elmhurst College	101.4	102.1	104.7	106.6	102.8	102.9
Illinois Wesleyan University	98.6	99.3	100.0	102.8	98.9	100.0
Augustana College	105.8	106.5	105.3	107.1	105.5	107.2
Cluster Group 25						
Lake Forest College	106.9	113.2	110.5	116.6	109.7	117.1
Knox College	94.7	100.0	90.6	95.1	86.7	92.9
Principia College	NR	NR	98.1	103.0	101.0	106.5
Cluster Group 26						
Millikin University	119.3	120.2	105.7	115.1	102.4	111.5
Greenville College	78.8	86.9	NR	NR	NR	NR
Monmouth College	108.3	118.3	100.6	109.9	100.0	109.0
MacMurray College	102.9	112.7	97.5	106.8	98.8	107.7
Cluster Group 27						
North Park College	NR	NR	NR	NR	NR	NR
McKendree College	NR	NR	96.8	104.2	91.6	100.7
Aurora College	NR	NR	90.1	98.0	92.4	100.6
North Central College	93.6	100.9	102.4	111.5	103.3	112.7
Illinois College	95.2	101.5	98.9	107.4	101.7	110.2
Quincy College	96.5	102.2	98.1	107.0	98.3	106.6
Trinity College	NR	NR	NR	NR	NR	NR
Cluster Group 28						
Olivet Nazarene College	NR	NR	85.1	92.9	88.8	95.6
Cluster Group 29						
Bradley University	101.8	105.8	100.0	101.5	99.5	99.5
Cluster Group 30						
Illinois Institute of Technology	117.9	111.6	111.3	119.5	117.9	122.3

TABLE B-4 (Continued)

	FY1975		FY1979		FY1980	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Cluster Group 30 (Continued)						
George Williams College	97.2%	96.5%	92.2%	97.1%	92.6%	98.1%
Cluster Group 34						
Wheaton College	87.4	89.6	92.1	95.4	90.2	93.1
Cluster Group 35						
Knox College	98.3	101.9	97.5	100.9	95.3	99.5
Cluster Group 37						
Roosevelt University	103.7	96.9	109.3	96.8	99.9	97.9
Lewis University	105.8	102.1	NR	NR	NR	NR
Cluster Group 39						
Loyola University-Chicago	96.9	93.1	98.1	101.5	95.6	100.0
DePaul University	193.6	191.3	100.5	104.4	98.7	104.2
Cluster Group 40						
College of St. Francis	NR	NR	95.1	100.9	93.6	98.8
Cluster Group 41						
Rosary College	111.4	111.6	103.9	100.6	102.5	99.4
Cluster Group 45						
Northwestern University	105.9	100.5	101.2	97.7	99.6	97.2
University of Chicago	197.8	192.3	103.5	100.0	102.2	99.7
Average	100.3%	103.8%	99.9%	103.5%	98.5%	103.3%

* For FY1975 and FY1979, the FY1980 faculty mix was used to calculate all rank average salary and median.

NR = No Report

B-3 Tables

Institutional Average Salary Detail

For historical years (1971, 1975, and 1979), the all rank average salary data and all rank indices are not the same as data presented in the summary tables due to differences in the faculty rank composition from year-to-year. The over time comparison tables use the mix of full-time faculty among ranks in FY1980 to calculate all rank averages for all years.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21										
SAINT XAVIER COLLEGE			15.0	102.7	11.9	98.3	10.4	100.0	12.6	101.6
GROUP MEDIAN	19.0		14.6		12.1		10.4			
GROUP 22										
TRINITY COLLEGE										
LOYOLA COLLEGE	15.6	91.2	12.3	95.3	11.3	99.1			12.7	95.5
GROUP MEDIAN	17.1		12.9		11.4		9.7			
GROUP 23										
ILLINOIS BENEDICTINE COLLEGE			14.9	104.9	11.1	97.4	9.6	94.1	12.3	100.1
GROUP MEDIAN	18.2		14.2		11.4		10.2			
GROUP 24										
ELMHURST COLLEGE	18.4	101.7	14.6	99.6	12.6	102.4			14.2	101.4
ILLINOIS WESLEYAN UNIVERSITY	17.9	98.9	14.4	97.3	12.2	99.2	10.5	100.9	14.0	99.6
AUGUSTANA COLLEGE	20.0	110.5	15.6	105.4	12.7	103.3	10.9	102.7	14.9	105.7
GROUP MEDIAN	18.1		14.8		12.3		10.5			
GROUP 25										
BLAIR COLLEGE	16.6	90.7	14.3	97.3	11.7	95.9			13.4	95.0
LAKE FOREST COLLEGE	21.3	116.4	15.9	108.2	12.1	99.2	10.4	100.0	15.9	113.2
GROUP MEDIAN	18.3		14.7		12.2		10.4			
GROUP 26										
MONMOUTH COLLEGE	17.7	109.9	14.6	109.1	12.4	104.2	11.1	104.7	14.1	107.6
MILLIKIN UNIVERSITY	17.4	120.5	15.3	113.3	12.5	105.0	10.1	95.3	14.0	107.6
MACMURRAY COLLEGE	16.5	133.1	14.4	106.7	11.7	105.0			14.1	102.4
GREENVILLE COLLEGE	12.3	76.4	11.3	83.7	9.5	79.9			11.1	85.4
GROUP MEDIAN	16.1		13.5		11.2		10.6			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP II										
ILLINOIS COLLEGE	16.5	95.9	13.4	95.7	11.4	93.4			13.7	95.8
NORTH CENTRAL COLLEGE	15.7	91.7	13.5	96.4	11.5	94.3			13.2	93.6
QUINCY COLLEGE	15.5	90.1	13.7	97.9	12.1	99.2			13.1	97.3
GROUP MEDIAN	17.2		14.0		12.2		11.9			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 24										
BRADLEY UNIVERSITY	17.9	103.6	16.1	101.9	14.1	105.2	12.3	109.1	15.2	103.4
GROUP MEDIAN	17.2		15.8		13.4		11.3			
GROUP 30										
GEORGE WILLIAMS COLLEGE	19.6	100.0	15.4	100.0	11.6	94.3			14.2	97.3
ILLINOIS INSTITUTE OF TECHNOLO	22.5	114.8	17.0	119.4	13.9	113.0	11.5	103.6	17.2	112.4
GROUP MEDIAN	19.5		15.4		12.3		11.1			
GROUP 34										
WHEATON COLLEGE	17.0	82.9	14.1	88.7	12.3	93.9			14.4	87.9
GROUP MEDIAN	20.5		15.9		13.1		11.4			
GROUP 35										
KNOX COLLEGE	20.0	101.0	14.9	94.3	12.7	97.2	11.5	103.6	15.4	99.7
GROUP MEDIAN	19.8		15.7		12.9		11.1			
GROUP 37										
DEPAUL UNIVERSITY	18.8	102.7	15.4	104.1	13.1	106.5	11.9	112.4	14.2	105.8
ROOSEVELT UNIVERSITY	18.2	99.5	15.0	101.4	12.7	103.3	9.9	94.3	15.1	100.7
GROUP MEDIAN	18.3		14.8		12.3		10.5			
GROUP 39										
LOYOLA UNIVERSITY	20.0	91.7	16.4	97.6	13.7	103.0	11.5	100.9	15.4	98.7
ST PAUL UNIVERSITY	21.9	93.2	16.9	100.3	14.0	102.3	12.1	106.1	16.3	103.6
GROUP MEDIAN	21.9		16.9		13.7		11.4			
GROUP 41										
ROSARY COLLEGE			14.9	111.1	12.9	114.7	11.0	114.6	12.8	113.1
GROUP MEDIAN	12.1		13.3		10.9		9.6			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 45										
NORTHWESTERN UNIVERSITY	28.8	105.1	18.3	106.4	14.3	106.7	11.5	102.7	21.6	105.1
UNIVERSITY OF CHICAGO	27.3	107.1	18.7	109.7	14.8	110.4	12.1	108.0	21.4	108.1
GROUP MEDIAN	25.5		17.2		13.4		11.2			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21										
SAINT XAVIER COLLEGE	20.7	97.2	17.9	101.1	14.3	95.3	12.2	95.3	16.1	99.1
MUNDELEIN COLLEGE	21.0	98.6	16.0	90.4	13.4	89.3	11.9	93.0	15.3	94.1
GROUP MEDIAN	21.3		17.7		15.0		12.8			
GROUP 22										
EUREKA COLLEGE	16.5	89.7			12.7	93.4			14.1	97.1
DePAUL UNIVERSITY			16.0	100.0	14.6	107.4			15.9	102.7
GROUP MEDIAN	18.4		16.0		13.6		12.3			
GROUP 23										
ST BENEDICTINE COLLEGE	20.8	100.0	16.4	98.8	13.9	99.6			15.2	98.1
JUDSON COLLEGE					14.2	101.4			14.7	101.4
GROUP MEDIAN	20.8		16.6		14.0		11.5			
GROUP 24										
CUMBERLAND COLLEGE	23.3	103.6	19.2	106.1	15.9	105.3	13.5	102.3	17.9	104.7
ILLINOIS WESLEYAN UNIVERSITY	22.6	100.4	18.1	100.0	14.9	98.7	13.6	103.0	17.5	102.3
AUGUSTANA COLLEGE	24.7	109.8	19.5	107.7	15.4	102.0	13.2	100.0	18.2	105.3
GROUP MEDIAN	22.5		18.1		15.1		13.2			
GROUP 25										
MARAT COLLEGE	19.0	86.4	15.7	91.3	14.0	95.9			16.4	98.1
LAKE FOREST COLLEGE	25.8	117.3	20.0	115.3	15.0	102.7	11.0	102.4	19.0	111.1
PRINCIPIA COLLEGE	22.5	102.3	16.4	95.3	14.4	98.6			17.1	98.3
GROUP MEDIAN	22.0		17.2		14.6		12.7			
GROUP 26										
MONMOUTH COLLEGE	17.8	100.0	17.3	102.4	14.6	100.7			17.6	100.6
MILLIKIN UNIVERSITY	22.7	114.6	18.0	106.5	14.4	99.3	12.8	100.8	19.7	105.7
MACMURRAY COLLEGE	17.1	86.5	17.0	100.6	14.7	101.4	11.5	90.6	15.6	97.5
GROUP MEDIAN	19.8		16.9		14.5		12.7			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21										
MONTMORENCY COLLEGE	19.7	92.1			14.6	99.0	12.5	100.0	14.7	98.1
QUINCY COLLEGE	19.2	94.6	15.9	98.8	14.9	100.0			16.7	98.2
NORTH CENTRAL COLLEGE	20.0	98.5	16.6	100.8	15.2	102.0			17.1	102.4
ILLINOIS COLLEGE	20.5	101.0	17.1	100.0	13.0	87.2			17.4	98.9
AURORA COLLEGE			15.3	89.5	13.5	90.6			14.6	90.1
TRINITY CHRISTIAN COLLEGE										
GROUP MEDIAN	20.3		17.1		14.9		12.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28										
OLIVET NAZARENE COLLEGE	16.9	80.1	15.7	87.7	13.2	88.0			14.5	86.3
GROUP MEDIAN	21.1		17.9		15.0		12.4			
GROUP 29										
BRADLEY UNIVERSITY	24.0	100.0	19.9	100.0	16.6	103.0	13.4	103.1	19.8	100.0
GROUP MEDIAN	24.0		19.5		16.6		13.0			
GROUP 30										
GEORGE WILLIAMS COLLEGE	23.3	95.9	17.7	92.2	14.4	91.1			16.3	92.1
ILLINOIS INST TECHNOLOGY	29.0	117.3	22.0	114.6	16.7	105.7	13.6	102.3	21.9	113.5
GROUP MEDIAN	24.3		19.2		15.8		13.3			
GROUP 34										
AURORA COLLEGE	21.9	87.3	18.1	93.3	15.2	99.3			17.7	91.7
GROUP MEDIAN	25.1		19.4		15.3		13.8			
GROUP 35										
KNOX COLLEGE	24.2	99.6	18.4	96.3	14.3	94.1			17.3	97.3
GROUP MEDIAN	24.3		19.1		15.2		13.6			
GROUP 37										
ROOS VELT UNIVERSITY	21.3	99.5	18.0	101.1	15.3	103.7	12.5	100.0	19.2	101.1
GROUP MEDIAN	21.4		17.8		15.2		12.5			
GROUP 39										
LOYOLA U OF CHICAGO	24.4	94.3	21.2	97.7	17.6	101.7	13.6	95.1	20.2	98.1
DEPAUL UNIVERSITY	27.7	98.9	21.8	103.5	17.8	102.9	14.5	101.4	21.5	100.5
GROUP MEDIAN	25.0		21.7		17.3		14.3			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 40										
COLLEGE OF SAINT FRANCIS	19.3	109.0			14.1	92.8			15.6	95.1
GROUP MEDIAN	17.0		18.7		15.2		12.3			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 61										
MOSSRY COLLEGE			18.0	107.1	14.2	100.7			15.6	101.3
GROUP MEDIAN	20.3		15.8		14.1		11.5			
GROUP 65										
NORTHWESTERN UNIVERSITY	32.1	99.7	22.1	102.8	18.0	104.0	14.3	95.9	25.5	100.3
UNIVERSITY OF CHICAGO	33.2	103.1	22.3	103.7	19.0	104.0	15.7	107.5	26.9	103.5
GROUP MEDIAN	32.2		21.5		17.3		14.6			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21										
SAINT XAVIER COLLEGE	22.3	97.4	18.9	100.0	15.3	96.2	12.6	94.7	17.4	98.3
MUNDELEIN COLLEGE	22.1	96.5	17.2	91.0	13.8	86.8	13.1	98.5	15.9	89.9
GROUP MEDIAN	22.9		18.9		15.9		13.3			
GROUP 22										
CORNEA COLLEGE	18.1	89.3	15.3	90.5	14.0	95.9			15.4	92.2
TRINITY COLLEGE			17.7	104.7	15.2	104.1			16.2	104.5
GROUP MEDIAN	20.5		16.9		14.6		12.6			
GROUP 23										
ST. BENEDICTINE COLLEGE	22.0	100.0	16.6	93.8	14.6	98.0			17.0	96.6
AUSON COLLEGE					14.8	99.3			14.8	99.3
GROUP MEDIAN	22.0		17.7		14.9		12.9			
GROUP 24										
ELMHURST COLLEGE	24.3	101.7	20.2	104.7	16.5	101.9	14.4	103.6	18.5	102.4
ILL. WESLEYAN UNIVERSITY	23.6	99.1	19.3	100.0	15.8	97.5	14.0	100.7	17.9	98.9
AUGUSTANA COLLEGE	26.3	110.0	20.9	109.3	16.5	101.9	13.8	99.3	17.1	105.5
GROUP MEDIAN	23.9		19.3		16.2		13.9			
GROUP 25										
MARAT COLLEGE	19.9	84.3	15.7	83.5	15.3	96.8			16.9	96.7
LAKE FOREST COLLEGE	27.2	115.3	21.2	112.9	16.2	102.5	14.3	105.1	20.3	109.1
PRINCIPIA COLLEGE	24.6	104.2	19.1	101.6	15.4	97.5	12.3	88.2	18.0	100.9
GROUP MEDIAN	23.6		18.8		15.9		13.6			
GROUP 26										
MONMOUTH COLLEGE	21.3	101.9	18.4	101.7	15.2	93.1	12.2	89.7	19.1	107.9
MILLIKIN UNIVERSITY	23.3	111.5	19.2	106.1	14.9	95.5	12.9	94.1	17.4	102.9
MACMURRAY COLLEGE	20.3	97.1	17.9	98.9	15.5	107.0	13.9	101.5	15.9	99.8
GROUP MEDIAN	20.9		18.1		15.5		13.5			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1978-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE SALARY									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21											
MILLIKIN UNIVERSITY		18.7	86.6			14.5	92.4	13.1	95.6	15.2	91.5
AUGUSTANA COLLEGE	IP	20.0	92.6	17.8	99.4	15.9	100.0			17.8	93.3
NORTH CENTRAL COLLEGE		21.9	101.4	19.6	109.5	15.9	100.6			18.6	103.3
ILLINOIS COLLEGE		21.5	99.5	19.3	107.8	14.2	89.9	12.1	89.3	18.3	101.7
AUGUSTANA COLLEGE				16.5	92.2	14.6	92.4			15.9	92.4
TRINITY CHRISTIAN COLLEGE											
GROUP MEDIAN		21.6		17.9		15.8		13.7			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE SALARY									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28											
OLIVET NAZARENE COLLEGE		18.5	85.6	16.4	90.6	14.1	91.0	11.8	86.1	15.1	88.8
GROUP MEDIAN		21.6		18.1		15.5		13.7			
GROUP 24											
BRADLEY UNIVERSITY		25.7	100.0	21.1	100.0	17.4	98.3	14.1	100.0	21.3	97.5
GROUP MEDIAN		25.7		21.1		17.7		14.1			
GROUP 30											
GEORGE WILLIAMS COLLEGE		24.4	99.2	18.0	90.5	15.4	91.7			17.4	92.6
ILLINOIS INST TECHNOLOGY		33.8	125.2	23.9	120.1	17.9	106.5	13.4	97.8	23.7	117.3
GROUP MEDIAN		24.6		19.9		16.8		13.7			
GROUP 34											
WHEATON COLLEGE		23.1	86.5	18.9	92.2	15.2	92.1			19.4	90.2
GROUP MEDIAN		26.7		20.5		16.5		14.5			
GROUP 35											
KNOX COLLEGE		25.1	97.3	19.3	93.2	15.0	93.2			20.4	95.3
GROUP MEDIAN		25.8		20.7		16.1		13.7			
GROUP 37											
ROOSEVELT UNIVERSITY		22.8	98.3	18.9	100.0	16.0	103.0	12.7	94.8	19.4	99.0
GROUP MEDIAN		23.2		18.9		16.0		13.4			
GROUP 39											
LOYOLA U OF CHICAGO	1	27.9	89.1	22.4	96.6	18.6	100.0	15.1	100.0	21.6	95.6
DEPAUL UNIVERSITY		29.4	93.9	23.1	99.6	18.9	101.6	15.1	100.0	22.6	98.7
GROUP MEDIAN		31.3		23.2		18.6		15.1			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE SALARY									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 40											
COLLEGE OF SAINT FRANCIS	1	20.1	87.8			15.5	94.5	13.7	99.6	15.1	73.6
GROUP MEDIAN		22.9		20.0		16.4		13.9			

2015: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 41										
ROSARY COLLEGE			18.6	105.1	14.9	100.7			15.4	102.5
GROUP MEDIAN	21.5		17.7		14.8		11.9			
GROUP 55										
NORTHWESTERN UNIVERSITY	34.4	98.9	23.4	100.4	18.9	102.2	15.9	100.0	27.6	99.6
UNIVERSITY OF CHICAGO	35.2	101.1	23.5	100.9	19.7	106.5	15.5	103.8	28.5	102.2
GROUP MEDIAN	34.8		23.3		18.5		15.9			

NOTE: This data has been adjusted to reflect cost of living differences.

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21										
SAINT XAVIER COLLEGE			15.0	109.5	11.9	102.6	13.4	105.1	13.6	105.4
GROUP MEDIAN	16.9		13.7		11.6		9.9			
GROUP 22										
TRINITY COLLEGE										
EUREKA COLLEGE	15.6	105.4	12.3	105.1	11.3	106.6			12.7	105.0
GROUP MEDIAN	14.8		11.7		10.6		8.9			
GROUP 23										
ILLINOIS BENEDICTINE COLLEGE			14.9	112.9	11.1	99.1	9.6	97.0	12.3	105.1
GROUP MEDIAN	15.9		13.2		11.2		9.9			
GROUP 24										
ELMHURST COLLEGE	19.4	101.1	14.6	100.7	12.4	101.1			14.4	102.1
ILLINOIS WESLEYAN UNIVERSITY	17.9	98.4	14.4	99.3	12.2	100.0	10.5	100.0	14.1	99.3
AUGUSTANA COLLEGE	20.0	109.9	15.6	107.6	12.7	104.1	10.8	102.9	14.9	106.4
GROUP MEDIAN	18.2		14.5		12.2		10.5			
GROUP 25										
KNOX COLLEGE	16.6	97.1	14.3	103.6	11.7	100.0			13.4	103.0
LAKE FOREST COLLEGE	21.3	124.6	15.9	115.2	12.1	103.4	10.4	103.0	15.8	114.5
GROUP MEDIAN	17.1		13.8		11.7		10.1			
GROUP 26										
MONMOUTH COLLEGE	17.7	122.1	14.6	116.8	12.4	113.8	11.1	114.4	14.1	117.5
MILLIKIN UNIVERSITY	19.4	133.8	15.3	122.4	12.5	114.7	10.1	104.1	14.9	119.7
MACMURRAY COLLEGE	16.6	114.5	14.4	115.2	11.9	109.2			14.2	112.7
GREENVILLE COLLEGE	12.3	84.8	11.3	90.4	9.5	87.2			11.1	88.1
GROUP MEDIAN	14.5		12.5		10.9		9.7			

COMPARISON OF 1977-78 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 27										
ILLINOIS COLLEGE	16.5	104.4	13.6	100.8	11.4	99.1			13.7	101.5
NORTH CENTRAL COLLEGE	15.7	99.4	13.5	101.5	11.5	100.0			13.2	100.0
QUINCY COLLEGE	15.5	98.1	13.7	103.0	12.1	105.2			13.1	101.1
GROUP MEDIAN	15.8		13.3		11.5		13.2			

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 29										
BRADLEY UNIVERSITY	19.9	105.3	15.1	103.2	14.1	104.5	12.9	113.2	16.2	105.9
GROUP MEDIAN	18.9		15.6		13.9		11.6			
GROUP 30										
GEORGE WILLIAMS COLLEGE	17.6	102.5	15.4	102.0	11.6	92.1			14.2	97.1
ILLINOIS INSTITUTE OF TECHNOLO	22.5	117.8	17.0	112.6	13.9	110.3	11.5	107.5	17.2	113.9
GROUP MEDIAN	19.1		15.1		12.6		10.7			
GROUP 34										
AUGUSTANA COLLEGE	17.0	85.0	14.1	91.0	12.3	96.9			14.4	90.0
GROUP MEDIAN	20.0		15.5		12.7		11.1			
GROUP 35										
KNOX COLLEGE	20.0	103.6	14.8	98.7	12.7	102.4	11.5	109.5	15.4	102.7
GROUP MEDIAN	19.3		15.0		12.4		10.5			
GROUP 37										
LEWIS UNIVERSITY	18.8	100.0	15.4	99.4	13.1	103.1	11.8	108.3	14.2	102.2
ROOSEVELT UNIVERSITY	18.2	96.8	15.0	96.8	12.7	100.0	9.9	90.8	15.1	97.4
GROUP MEDIAN	18.8		15.5		12.7		10.9			
GROUP 39										
LOYOLA UNIVERSITY	20.0	93.0	16.4	98.8	13.7	101.5	11.5	103.6	15.4	99.1
ST PAUL UNIVERSITY	21.4	99.5	16.8	101.2	14.0	103.7	12.1	109.0	16.1	101.9
GROUP MEDIAN	21.5		16.6		13.5		11.1			
GROUP 41										
ROSARY COLLEGE			14.8	108.8	12.5	112.5	11.0	112.2	12.8	111.1
GROUP MEDIAN	13.9		13.6		11.1		9.9			

COMPARISON OF 1974-75 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 45										
NORTHWESTERN UNIVERSITY	26.4	100.0	18.3	100.5	14.3	102.1	11.5	99.1	20.6	101.0
UNIVERSITY OF CHICAGO	27.3	101.7	18.7	102.7	14.9	105.7	12.1	104.3	21.7	102.9
GROUP MEDIAN	26.9		18.2		14.9		11.6			

COMPARISON OF 1974-75 SALARY AT ILLINOIS STATE UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE SALARY									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21											
CALDWELL COLLEGE		20.7	102.3	17.9	107.8	14.3	101.4	12.2	102.5	16.3	104.5
MONDELEIN COLLEGE		21.0	103.4	16.0	96.4	13.4	95.0	11.9	100.0	15.3	98.1
GROUP MEDIAN		20.3		16.6		14.1		11.9			
GROUP 22											
CORNELL COLLEGE		16.5	95.9			12.7	109.9			14.1	97.3
TRINITY COLLEGE				16.0	111.9	14.6	115.9			15.4	113.7
GROUP MEDIAN		17.2		14.3		12.6		10.6			
GROUP 23											
ILL BENEDICTINE COLLEGE		20.8	106.1	16.4	100.6	13.8	103.0			16.2	101.9
ROSARY COLLEGE						14.2	102.9			14.2	102.7
GROUP MEDIAN		19.6		16.3		13.8		11.4			
GROUP 24											
ELMHURST COLLEGE		23.3	106.4	19.2	107.9	15.9	106.7	13.5	105.5	17.9	107.2
ILL WESLEYAN UNIVERSITY		22.6	103.2	18.1	101.7	14.9	100.0	13.6	106.3	17.5	102.3
AUGUSTANA COLLEGE		24.7	112.8	19.5	109.6	15.4	103.4	13.2	103.1	18.2	107.7
GROUP MEDIAN		21.9		17.8		14.9		12.8			
GROUP 25											
AURORA COLLEGE		19.0	91.3	15.7	95.7	14.0	109.0			15.4	94.9
LAKE FOREST COLLEGE		25.8	124.0	20.0	122.0	15.0	107.1	13.0	109.2	17.0	115.6
PRINCIPIA COLLEGE		22.5	108.2	16.4	100.3	14.4	102.9			17.1	104.9
GROUP MEDIAN		20.8		15.4		14.0		11.9			
GROUP 26											
MONMOUTH COLLEGE		19.8	109.4	17.3	110.9	14.6	110.6			17.6	113.3
MILLIKIN UNIVERSITY		22.7	125.4	18.0	115.4	14.4	109.1	12.9	109.4	16.7	115.7
MACMURRAY COLLEGE		19.1	105.5	17.0	109.0	14.7	111.4	11.5	98.3	15.6	108.1
GROUP MEDIAN		18.1		15.6		13.2		11.7			

223

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 11										
MCKENDREE COLLEGE	18.7	100.0			14.6	105.9	12.5	106.9	14.7	104.9
QUINCY COLLEGE	19.2	102.7	16.9	108.3	14.9	108.0			16.7	107.1
NORTH CENTRAL COLLEGE	20.0	107.0	18.6	119.2	15.2	110.1			17.1	111.0
ILLINOIS COLLEGE	20.5	109.6	17.1	109.6	13.0	94.2			17.4	108.1
AURORA COLLEGE			15.3	98.1	13.5	97.8			14.6	98.1
TRINITY CHRISTIAN COLLEGE										
GROUP MEDIAN	18.7		15.6		13.9		11.7			

231

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSES GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28										
OLIVET NAZARENE COLLEGE	16.9	88.0	15.7	95.2	13.2	95.7			14.5	94.7
GROUP MEDIAN	19.2		16.5		13.8		12.1			
GROUP 29										
BRADLEY UNIVERSITY	24.0	99.8	19.9	103.1	16.6	103.8	13.4	100.0	19.8	101.5
GROUP MEDIAN	24.3		19.3		16.0		13.4			
GROUP 30										
GEORGE WILLIAMS COLLEGE	23.3	99.1	17.7	98.3	14.4	96.0			16.3	97.3
ILLINOIS INST TECHNOLOGY	29.0	123.4	22.0	122.2	16.7	111.3	13.6	105.4	21.9	119.0
GROUP MEDIAN	23.5		18.0		15.0		12.9			
GROUP 34										
AURORA COLLEGE	21.9	92.0	18.1	96.3	15.2	100.0			18.7	94.7
GROUP MEDIAN	23.8		18.8		15.2		13.6			
GROUP 35										
KNOX COLLEGE	24.2	101.7	18.4	99.5	14.3	97.9			19.3	100.0
GROUP MEDIAN	23.8		18.5		14.6		13.0			
GROUP 37										
ROOSEVELT UNIVERSITY	21.3	95.1	18.0	98.9	15.3	97.4	12.5	109.0	18.2	97.3
GROUP MEDIAN	22.4		18.2		15.4		12.5			
GROUP 39										
LOYOLA U OF CHICAGO	26.4	98.1	21.2	101.4	17.6	104.9	13.6	98.6	20.2	101.5
DEPAUL UNIVERSITY	27.7	103.0	21.8	104.3	17.8	106.3	14.5	105.1	21.5	104.4
GROUP MEDIAN	26.9		20.9		16.9		13.8			

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 40										
COLLEGE OF SAINT FRANCIS	19.0	109.0			14.1	100.0			15.6	100.0
GROUP MEDIAN	19.0		17.5		14.1		11.3			

COMPARISON OF 1978-79 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 4I										
BOSTON COLLEGE			18.0	102.9	14.2	98.6			15.6	100.1
GROUP MEDIAN	21.2		17.5		14.4		12.1			
GROUP 4S										
NORTHWESTERN UNIVERSITY	33.1	96.7	22.1	99.7	18.0	100.6	14.9	91.5	25.5	97.7
UNIVERSITY OF CHICAGO	33.2	100.0	22.3	99.6	18.0	100.6	15.7	102.6	26.1	100.0
GROUP MEDIAN	33.2		22.4		17.2		15.3			

COMPARISON OF 1977-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE SALARY									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21											
MCKENDREE COLLEGE		18.7	94.0			14.6	101.4	11.1	107.4	15.2	103.1
QUINCY COLLEGE	LE	20.0	100.5	17.8	107.9	15.8	109.7			17.8	106.6
NORTH CENTRAL COLLEGE		21.9	110.1	19.6	118.8	15.9	110.4			19.6	112.1
ILLINOIS COLLEGE		21.5	108.1	19.3	117.0	14.2	98.6	12.1	99.2	16.3	110.2
AURORA COLLEGE				16.5	100.0	14.6	101.4			15.8	100.6
TRINITY CHRISTIAN COLLEGE											
GROUP MEDIAN		19.9		16.5		14.4		12.2			

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS		AVERAGE SALARY									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 21											
SAINT XAVIER COLLEGE		22.3	103.2	18.9	106.2	15.3	102.0	12.6	96.9	17.4	103.6
MONTCLAIR COLLEGE		22.1	102.3	17.2	96.6	13.8	92.0	13.1	100.8	15.9	95.8
GROUP MEDIAN		21.6		17.8		15.0		13.0			
GROUP 22											
EUREKA COLLEGE		18.1	96.3	15.3	100.0	14.0	105.3			15.4	101.7
TRINITY COLLEGE				17.7	115.7	15.2	114.3			16.2	114.9
GROUP MEDIAN		18.8		15.3		13.3		11.5			
GROUP 23											
ST BENEDICTINE COLLEGE	1	22.0	104.3	16.6	97.1	14.6	100.0			17.0	100.0
JUDSON COLLEGE						14.8	101.4			14.8	101.4
GROUP MEDIAN		21.1		17.1		14.6		13.2			
GROUP 24											
ELMHURST COLLEGE		24.3	103.0	20.2	104.7	16.5	103.8	14.4	105.9	18.6	104.5
ILLINOIS WESLEYAN UNIVERSITY		23.6	100.0	19.3	100.0	15.9	99.4	14.0	102.9	19.4	109.0
AUGUSTANA COLLEGE		26.3	111.4	20.9	108.3	16.5	103.8	13.8	101.5	19.1	107.2
GROUP MEDIAN		23.6		19.3		15.9		13.6			
GROUP 25											
KNOX COLLEGE		19.9	89.6	15.7	89.2	15.3	104.1			16.7	92.7
LAKE FOREST COLLEGE		27.2	122.5	21.2	120.5	16.2	110.2	14.3	113.5	20.3	112.8
PRINCIPIA COLLEGE		24.6	110.8	19.1	108.5	15.4	104.8	12.3	95.2	18.0	100.5
GROUP MEDIAN		22.2		17.6		14.7		12.6			
GROUP 26											
MONMOUTH COLLEGE		21.3	110.4	18.4	112.2	15.2	107.0	12.2	97.6	18.1	104.0
MILLIKIN UNIVERSITY		23.3	120.7	19.2	117.1	14.9	104.2	12.8	102.4	17.4	111.5
MACMURRAY COLLEGE		20.3	105.2	17.7	109.1	15.5	107.2	13.8	110.4	16.9	107.7
GROUP MEDIAN		19.3		16.4		14.2		12.5			

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 28										
OLIVET NAZARENE COLLEGE	19.5	92.0	16.4	97.6	14.1	95.6	11.8	96.7	15.1	95.6
GROUP MEDIAN	20.1		16.8		14.6		12.2			
GROUP 24										
BRADLEY UNIVERSITY	25.1	96.1	21.1	101.4	17.4	101.2	14.1	100.0	21.0	99.5
GROUP MEDIAN	26.1		20.8		17.2		14.1			
GROUP 30										
GEORGE WILLIAMS COLLEGE	24.4	99.6	18.0	94.7	15.4	103.0			17.4	99.4
ILLINOIS INST TECHNOLOGY	30.8	125.7	23.9	125.8	17.9	116.2	13.4	100.0	23.1	122.5
GROUP MEDIAN	24.5		19.0		15.4		13.4			
GROUP 34										
AMERICAN COLLEGE	23.1	88.5	18.9	95.9	15.2	95.0			19.4	93.1
GROUP MEDIAN	26.1		19.7		16.0		14.2			
GROUP 35										
KNOX COLLEGE	25.1	100.4	19.3	99.0	15.0	96.8			20.4	99.5
GROUP MEDIAN	25.0		19.5		15.5		13.5			
GROUP 37										
ROOSEVELT UNIVERSITY	22.8	95.4	18.9	97.4	16.0	97.4	12.7	99.2	17.4	97.0
GROUP MEDIAN	23.9		19.4		16.1		12.9			
GROUP 39										
LOYOLA U OF CHICAGO	27.9	94.9	22.4	100.0	19.5	104.5	15.1	103.4	21.6	100.0
DEPAUL UNIVERSITY	29.4	100.0	23.1	103.1	18.9	106.2	15.1	103.4	22.6	104.2
GROUP MEDIAN	29.4		22.4		17.8		14.6			

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSES GROUPS

INSTITUTIONS		AVERAGE SALARY									
		PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
		AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 43											
COLLEGE OF SAINT FRANCIS	I	20.1	91.4			15.5	101.3	13.7	100.7	16.1	98.3
GROUP MEDIAN		22.0		17.9		15.3		13.6			

AVERAGE SALARIES BY RANK, ILLINOIS PUBLIC COMMUNITY COLLEGES, 1979-80

(dollars in thousands)

Illinois Public Community Colleges	Average Salaries					Index
	Professor	Associate	Assistant	Instructor	All Ranks	
Black Hawk College						
Quad Cities	$26.1	$21.5	$18.2	$15.0	$20.0	
East Campus	NR	NR	NR	NR	NR	
Chicago City Colleges						
Kennedy-King	27.7	25.1	22.2	18.7	21.8	
Loop College	28.1	25.0	22.8	18.0	23.5	
Malcolm X College	NR	22.8	22.0	17.8	20.0	
Harry S. Truman College	27.2	25.3	21.6	15.5	22.9	
Olive-Harvey College	26.8	24.6	22.4	18.7	23.1	
Richard J. Daley College	26.5	24.7	23.2	17.9	24.1	
Wilbur Wright College	28.3	25.6	22.9	14.8	25.0	
Illinois Central College	25.1	22.1	19.0	14.8	19.9	
Lewis and Clark Community College	20.6	19.3	17.0	14.6	17.0	
Moraine Valley Community College	22.4	18.8	16.1	13.5	18.6	
Oakton Community College	25.4	22.0	19.0	17.4	20.4	
Richland Community College	NR	17.7	17.0	14.1	16.4	
Sauk Valley College	NR	19.2	16.6	13.0	17.2	
William Rainey Harper College	29.8	24.7	21.3	17.8	23.2	
State Mean	$26.2	$22.8	$20.1	$16.1	$20.8	
State Median	$26.7	$22.6	$21.3	$15.5	$20.4	

NR = No Report

21

AVERAGE SALARIES BY RANK, ILLINOIS PUBLIC COMMUNITY COLLEGES, 1979-80

(dollars in thousands)

Illinois Public Community Colleges	Average Salaries					Index
	Professor	Associate	Assistant	Instructor	All Ranks	
Black Hawk College						
Quad Cities	$26.1	$21.5	$18.2	$15.0	$20.0	
East Campus	NR	NR	NR	NR	NR	
Chicago City Colleges						
Kennedy-King	27.7	25.1	22.2	18.7	21.8	
Loop College	28.1	25.0	22.8	18.0	23.5	
Malcolm X College	NR	22.8	22.0	17.8	20.0	
Harry S. Truman College	27.2	25.3	21.6	15.5	22.9	
Olive-Harvey College	26.8	24.6	22.4	18.7	23.1	
Richard J. Daley College	26.5	24.7	23.2	17.9	24.1	
Wilbur Wright College	28.3	25.6	22.9	14.8	25.0	
Illinois Central College	25.1	22.1	19.0	14.8	19.9	
Lewis and Clark Community College	20.6	19.3	17.0	14.6	17.0	
Moraine Valley Community College	22.4	18.8	16.1	13.5	18.6	
Oakton Community College	25.4	22.0	19.0	17.4	20.4	
Richland Community College	NR	17.7	17.0	14.1	16.4	
Sauk Valley College	NR	19.2	16.6	13.0	17.2	
William Rainey Harper College	29.8	24.7	21.3	17.8	23.2	
State Mean	$26.2	$22.8	$20.1	$16.1	$20.8	
State Median	$26.7	$22.6	$21.3	$15.5	$20.4	

NR = No Report

AVERAGE COMPENSATION BY RANK, ILLINOIS PUBLIC COMMUNITY COLLEGES, 1979-80

(dollars in thousands)

Illinois Public Community Colleges	Average Compensation				
	Professor	Associate	Assistant	Instructor	All Ranks
Black Hawk College					
Quad Cities	$30.7	$25.5	$21.6	$17.9	$23.7
East Campus	NR	NR	19.7	17.0	18.5
Chicago City Colleges					
Kennedy-King	32.0	29.1	25.9	21.9	25.4
Loop College	32.2	28.7	26.4	20.9	27.1
Malcolm X College	NR	26.5	25.5	20.9	23.4
Harry S. Truman College	31.4	29.3	25.1	18.3	26.6
Olive-Harvey College	31.0	28.5	26.0	21.8	26.9
Richard J. Daley College	30.7	28.6	26.9	21.0	27.9
Wilbur Wright College	32.8	29.7	26.7	17.5	29.0
Illinois Central College	29.1	25.7	22.1	17.4	23.2
Lewis and Clark Community College	24.0	22.5	19.9	17.2	19.9
Moraine Valley Community College	25.8	21.7	18.7	15.8	21.5
Oakton Community College	29.2	25.3	22.0	19.9	23.5
Richland Community College	NR	20.5	19.7	16.3	19.0
Sauk Valley College	NR	22.6	19.3	15.6	20.2
William Rainey Harper College	34.8	29.0	25.1	21.0	27.2
State Mean	$30.3	$26.2	$23.1	$18.8	$23.9
State Median	$30.9	$26.5	$23.6	$18.1	$23.6

NR = No Report

AVERAGE COMPENSATION AND SALARY, NO FACULTY RANKS REPORTED, ILLINOIS PUBLIC COMMUNITY COLLEGES, 1979-80

(dollars in thousands)

Public Community Colleges	Average Compensation Index	Average Salary
Belleville Area College	$25.9	$22.3
Carl Sandburg College	19.8	17.2
College of DuPage	27.9	24.2
College of Lake County	25.7	22.3
Elgin Community College	23.6	20.5
Highland Community College	21.7	18.6
Illinois Eastern Community Colleges		
Lincoln Trail College	15.3	12.9
Olney Central College	18.5	15.9
Wabash Valley College	20.4	17.5
Illinois Valley Community College	23.2	19.8
John A. Logan College	20.9	17.9
John Woods Community College	14.8	12.3
Joliet Junior College	27.1	22.8
Kankakee Community College	19.0	16.3
Kaskaskia College	20.7	17.7
Kishwaukee College	18.2	15.9
Lake Land College	20.1	17.5
Lincoln Land Community College	24.7	21.4
Morton College	24.9	21.6
Parkland College	21.6	18.5
Prairie State College	24.6	21.2
Rend Lake College	20.1	17.3
Rock Valley College	22.4	18.9
Shawnee College	18.7	16.1
Southeastern Illinois College	17.8	15.2
Spoon River College	22.3	18.9
State Community College of East St. Louis	18.7	16.1
Thornton Community College	25.5	22.0
Triton College	26.3	22.4
Waubonsee Community College	24.4	20.7
Number of Institutions	30	30
State Mean	$21.8	$18.7
State Median	$21.7	$18.6

TABLE C-5

ILLINOIS PUBLIC COMMUNITY COLLEGES REPORTING FACULTY RANKS
MEDIAN ALL RANK SALARY AND COMPENSATION AS A
PERCENTAGE OF MEDIAN SALARY AND COMPENSATION IN COMPARISON STATES

	FY1979-80			
	All Rank Salary		All Rank Compensation	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
Michigan	110.9%	112.7%	110.8%	113.5%
California	86.1	81.9	86.1	82.2
New York	110.3	106.8	96.7	93.3
Maryland	111.5	101.5	110.3	100.4
Pennsylvania	100.5	109.1	95.9	104.0
Texas	94.0	110.9	92.5	109.3
Average	102.2%	103.8%	98.7%	100.5%

TABLE C-4

ILLINOIS PUBLIC COMMUNITY COLLEGES WITH NO FACULTY RANKS
MEDIAN SALARY AND COMPENSATION AS A
PERCENTAGE OF MEDIAN SALARY AND COMPENSATION IN COMPARISON STATES
1970-71 AND 1979-80

	FY1970-71				FY1979-80			
	Salary		Compensation		Salary		Compensation	
	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
California	93.1%	86.4%	91.0%	88.6%	72.9%	69.7%	72.8%	69.6%
Florida	105.2	117.5	114.8	123.2	95.9	106.9	101.9	113.6
Indiana	NR	NR	NR	NR	111.8	141.1	127.6	146.5
Iowa	NR	NR	NR	NR	110.7	119.2	110.2	113.6
Michigan	92.4	91.8	91.7	91.9	82.1	84.2	82.5	84.4
Minnesota	96.0	98.4	99.2	101.5	89.4	91.2	89.1	91.1
Missouri	119.3	127.4	120.1	128.9	117.3	124.8	129.1	138.2
Ohio	NR	NR	NR	NR	117.0	120.0	114.8	117.9
Texas	111.8	111.0	112.8	111.1	98.9	116.1	99.5	117.1
Washington	99.2	100.0	98.5	99.2	90.1	91.2	89.1	90.9
Average	102.4%	108.1%	105.8%	111.9%	100.8%	106.7%	101.1%	107.1%

NR = No Report

TABLE C-3b

ILLINOIS PUBLIC COMMUNITY COLLEGES REPORTINC FACULTY RANK
AVERAGE SALARY AND COMPENSATION FOR ILLINOIS
AND COMPARISON STATES UNADJUSTED FOR DIFFERENCES IN COST OF LIVING
FY1979-80

(dollars in thousands)		# of Colleges	Professor	Associate	Assistant	Instructor	All Ranks
Illinois	Salary	16	$26.2	$22.6	$19.9	$16.0	$20.8
	Compensation	16	30.3	26.2	23.2	18.8	24.2
Michigan	Salary	4	24.5	22.0	19.4	15.8	20.1
	Compensation	4	27.7	25.2	22.2	18.2	22.9
California	Salary	8	28.4	25.7	21.8	19.8	24.9
	Compensation	8	32.5	29.6	25.4	23.3	28.7
New York	Salary	19	26.1	21.5	17.8	13.7	20.2
	Compensation	19	31.8	26.4	22.4	17.0	24.9
Maryland	Salary	16	26.9	21.8	18.0	15.2	21.3
	Compensation	16	31.0	25.4	21.0	17.8	24.8
Pennsylvania	Salary	17	22.1	19.1	17.2	14.0	18.4
	Compensation	17	26.4	23.1	20.8	17.0	22.3
Texas	Salary	8	21.7	19.4	17.2	15.7	18.4
	Compensation	8	25.2	22.8	20.2	18.4	21.6

TABLE C-3a

ILLINOIS PUBLIC COMMUNITY COLLEGES REPORTING FACULTY RANK
AVERAGE SALARY AND COMPENSATION FOR ILLINOIS
AND COMPARISON STATES ADJUSTED FOR DIFFERENCES IN COST OF LIVING
FY1979-80

(dollars in thousands)

		# of Colleges	Professor	Associate	Assistant	Instructor	All Ranks
Illinois							
	Salary	16	$26.2	$22.6	$19.9	$16.0	$20.8
	Compensation	16	30.3	26.2	23.2	18.8	24.2
Michigan							
	Salary	4	25.9	22.5	19.9	16.1	20.5
	Compensation	4	28.3	25.7	23.2	18.6	23.6
California							
	Salary	8	27.1	24.6	20.8	18.9	23.7
	Compensation	8	31.1	28.3	24.2	22.3	27.4
New York							
	Salary	19	24.4	20.1	16.6	12.8	19.6
	Compensation	19	29.6	24.6	20.9	15.9	24.0
Maryland							
	Salary	16	24.4	19.8	16.4	13.8	19.4
	Compensation	16	28.2	23.1	19.1	16.2	22.5
Pennsylvania							
	Salary	17	23.9	20.7	18.6	15.1	20.0
	Compensation	17	28.6	25.0	22.5	18.4	24.1
Texas							
	Salary	8	25.6	22.9	20.3	18.5	21.7
	Compensation	8	29.7	26.8	23.8	21.6	25.5

TABLE C-2b

AVERAGE AND MEDIAN SALARY ILLINOIS PUBLIC COMMUNITY COLLEGES
AND SELECTED OTHER STATES WITH NO FACULTY RANK REPORTED
1970-71 AND 1979-80

(Dollars in thousands)

	FY1970-71					FY1979-80				
		Average Salary		Median Salary			Average Salary		Median Salary	
	# Of Colleges Reporting	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	# Of Colleges Reporting	Adjusted For Cost Of Living	Unadjusted For Cost Of Living	Adjusted For Cost Of Living	Unadjusted For Cost Of Living
		$	$	$	$		$	$	$	$
California	11	14.1	14.0	11.4	14.0	79	24.4	25.5	25.5	26.7
Florida	8	11.6	10.1	11.5	10.1	19	19.3	17.3	19.4	17.4
Illinois	9	12.4	12.4	12.1	12.1	30	18.7	18.7	18.6	18.6
Indiana	NR	NR	NR	NR	NR	9	14.0	13.1	13.9	13.1
Iowa	NR	NR	NR	NR	NR	14	17.5	16.2	16.3	15.0
Michigan	8	13.1	12.9	13.1	12.9	20	21.7	21.2	22.6	22.1
Minnesota	13	12.6	12.4	12.6	12.3	18	21.0	20.1	20.8	20.5
Missouri	3	10.9	10.2	10.1	9.5	12	17.1	16.0	15.9	14.9
Ohio	NR	NR	NR	NR	NR	12	17.5	17.0	15.9	15.4
Texas	11	10.8	9.2	10.7	9.1	33	19.1	16.2	18.8	16.0
Washington	11	12.5	12.4	12.2	12.1	25	20.6	20.4	20.6	20.4

NR = No Report

TABLE C-2a

AVERAGE AND MEDIAN COMPENSATION FOR ILLINOIS PUBLIC COMMUNITY COLLEGES AND SELECTED OTHER STATES WITH NO FACULTY RANK REPORTED 1979-71 AND 1979-80

(Dollars in thousands)

	FY1979-71					FY1979-80				
	# Of Colleges Reporting	Average Compensation Adjusted For Cost Of Living	Average Compensation Unadjusted For Cost Of Living	Median Compensation Adjusted For Cost Of Living	Median Compensation Unadjusted For Cost Of Living	# Of Colleges Reporting	Average Compensation Adjusted For Cost Of Living	Average Compensation Unadjusted For Cost Of Living	Median Compensation Adjusted For Cost Of Living	Median Compensation Unadjusted For Cost Of Living
California	11	$ 14.2	$ 14.8	$ 14.2	$ 14.9	29	$ 28.1	$ 29.6	$ 29.8	$ 31.2
Florida	8	11.8	10.6	11.5	10.3	19	21.2	19.0	21.3	19.1
Illinois	9	13.7	13.7	13.2	13.2	33	21.8	21.8	21.7	21.7
Indiana	NR	NR	NR	NR	NR	9	16.9	15.8	17.9	15.4
Iowa	NR	NR	NR	NR	NR	14	20.6	19.1	19.7	18.1
Michigan	8	14.2	13.9	14.4	14.1	20	25.1	24.5	26.1	25.7
Minnesota	18	13.3	13.0	13.3	13.0	18	24.4	23.9	24.1	23.8
Missouri	3	11.0	10.3	10.1	9.5	12	17.9	16.8	16.8	15.7
Ohio	NR	NR	NR	NR	NR	12	20.8	20.2	18.9	18.3
Texas	11	11.8	10.3	11.7	9.9	33	22.0	18.7	21.8	18.5
Washington	11	14.5	14.4	14.4	14.3	25	24.3	24.1	24.3	24.1

NR = No Report

TABLE C-1

FY1971 AND FY1980 AVERAGE COMPENSATION BY CAMPUS

(dollars in thousands)

Illinois Public Community Colleges	FY1971	FY1980
Belleville Area College	$ 13.8	$ 25.9
Black Hawk College		
Quad Cities	15.1	23.7
East	10.8	18.5
Chicago City Colleges		
Kennedy-King College	16.0	25.4
Loop College	16.0	27.1
Malcolm X College	16.0	23.4
Harry S. Truman College	16.0	26.6
Olive-Harvey College	16.0	26.9
Richard J. Daley College	16.0	27.9
Wilbur Wright College	16.0	29.0
College of DuPage	15.3	27.9
Illinois Valley Community College	13.2	23.2
Prairie State College	15.1	24.6
Rend Lake College	12.9	20.1
Rock Valley College	13.2	22.4
Sauk Valley College	13.5	20.2
Thornton Community College	15.4	25.5
Triton College	12.5	26.3
William Rainey Harper College	16.1	27.2
Average	$ 14.7	$ 24.8
Percentage Increase FY1971 to FY1980		68.7%

NOTE: Only those colleges which reported data for both FY1971 and FY1980 are included in this table. For those colleges which report faculty rank, the 1980 full-time faculty headcount was used to determine the 1971 average compensation for each institution.

APPENDIX C

DETAILED COMPENSATION AND SALARY DATA FOR
ILLINOIS PUBLIC COMMUNITY COLLEGES

Table C-1	FY1971 And FY1980 Average Compensation By Campus
Table C-2a	Average And Median Compensation For Illinois Public Community Colleges And Selected Other States With No Faculty Rank Reported
Table C-2b	Average And Median Salary For Illinois Public Community Colleges And Selected Other States With No Faculty Rank Reported
Table C-3a & C-3b	Illinois Public Community Colleges Reporting Faculty Rank - Average Salary And Compensation For Illinois And Comparison States Adjusted And Unadjusted For Differences In Cost Of Living
Table C-4	Illinois Public Community Colleges With No Faculty Ranks - Median Salary And Compensation As A Percentage Of Median In Comparison States
Table C-5	Illinois Public Community Colleges Reporting Faculty Ranks - Median All Rank Salary And Compensation As A Percentage Of Median In Comparison States
Table C-6	Average Compensation, No Faculty Reported, For Illinois Public Community Colleges, 1979-80
Table C-7a & C-7b	Average Compensation And Average Salary, By Rank, Illinois Public Community Colleges, 1979-80

COMPARISON OF 1979-80 SALARY AT ILLINOIS UNIVERSITIES
AND SELECTED COMPARABLE INSTITUTIONS

CLUSTER ANALYSIS GROUPS

INSTITUTIONS	AVERAGE SALARY									
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		ALL RANKS	
	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX	AMOUNT	INDEX
GROUP 4I										
ROSARY COLLEGE			18.6	100.5	14.9	98.7			16.4	99.4
GROUP MEDIAN	22.5		18.5		15.1		12.4			
GROUP 6S										
NORTHWESTERN UNIVERSITY	34.4	96.4	23.4	98.7	18.9	99.0	15.9	97.5	27.6	97.2
UNIVERSITY OF CHICAGO	35.2	98.6	23.5	99.2	19.7	103.1	16.5	101.2	28.5	99.7
GROUP MEDIAN	35.7		23.7		19.1		15.3			

26